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Robert Stewart
University of Wollongong

Patricia Andy
University of Wollongong

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How do they rate? An assessment of Aboriginal employment and training in N.S.W. government departments and authorities 1984

Abstract

This report is the result of research carried out by two NESA Trainees, Robert Stewart and Patricia Andy, employed at the Centre for Multicultural Studies at the University of Wollongong. Our duties involved a number of small projects and as a result of a very useful suggestion by the Equal Employment Opportunity Co-ordinator of the University, Ms. Elizabeth Johnstone, we decided to survey N.S.W. Government Departments and instrumentalities to see what progress they were making in increasing Aboriginal employment levels in line with the government's policy of increasing Aboriginal/Koorie employment. New South Wales Legislation has since 1980 established EEO Co-ordinators in all departments and authorities and requires EEO Management Plans and annual reports.

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HOW DO THEY RATE ?

An Assessment of

Aboriginal Employment and Training

in

N.S.W. Government Departments and Authorities

1984



Robert Stewart
and
Patricia Andy



asional Series No.2
December, 1984

Centre for Multicultural Studies
University of Wollongong
P.O. Box 1144
Wollongong ,N.S.W. 2500

HOW DO THEY RATE?

AN ASSESSMENT OF ABORIGINAL EMPLOYMENT AND TRAINING IN N.S.W. GOVERNMENT DEPARTMENTS AND AUTHORITIES 1984

ROBERT STEWART

and

PATRICIA ANDY

OCCASIONAL SERIES NO.2
December, 1984

CENTRE FOR MULTICULTURAL STUDIES
University of Wollongong,
P.O. Box 1144,
WOLLONGONG. N.S.W. 2500.

(042) 270 780

PREFACE

The Centre for Multicultural Studies was established in the University of Wollongong in 1978 to pursue applied research and to provide a teaching and research programme concerned with multicultural Australian society including the role of Aboriginal and ethnic minorities in Australian society. Formally, the role and functions of the Centre are:

- i) To be the focus for teaching, research and service in the University, and to inform the region and the wider Australian society, of the multicultural nature of Australian society.
- ii) To investigate the social, cultural, and economic barriers experienced by ethnic communities in Australia and the means by which barriers may be removed.
- iii) To concentrate research expertise in the study of the experience of ethnic minorities in Australian society so as to develop as an international centre of excellence.
- iv) To provide and participate in teaching programmes to meet the needs of students:
 - a) working with ethnic communities; and/or
 - b) wishing to investigate issues relevant to multicultural Australian society.

This is the first Report from the Centre to deal with the situation of Aborigines in Australian society. The Report, produced by N.E.S.A. (National Employment Scheme for Aborigines) trainees employed at the Centre indicates that there is much to be gained by organisations enlarging their workforce to include Aborigines who form that section of Australian society that has been consistently and systematically excluded from employment and democratic participation in social and political decision making. This Report represents a contribution to correcting this situation.

Ron Witton
Head, C.M.S.

A full list of available Centre reports is appended at the end of this volume.

TABLE OF CONTENTSPAGE NO.CHAPTER ONE

Introduction	2
Acknowledgements	5
Glossary	6

CHAPTER TWO

Recommendations	8
-----------------	---

CHAPTER THREE

"Report Cards" - The actual 1984 situation in each of the 79 N.S.W. Government Departments and Authorities	13
--	----

CHAPTER FOUR

Case Studies:	98
National Parks and Wildlife (NPWS)	99
Health Department	107
Department of Technical and Further Education (TAFE)	112

CHAPTER FIVE

An Overview - the relative ranking of the 79 N.S.W. Government Departments and Authorities	117
D.E.O.P.E. Initiatives:	127
E.E.O. Training	127
Warrigal Support Group	127
Stop Press	128

TABLES:

1. The 79 N.S.W. Departments and Authorities ranked by percentage of permanent Aboriginal employees, by employment status (permanent/trainee), and by sex	118
2. Aboriginal Trainees and Training Schemes and sex by Department/Authority (unranked)	124

CHAPTER SIX

Extracts of Public Service Board of N.S.W. Publications and Circulars on State and Commonwealth Government Aboriginal Employment and Training Schemes and Public Service Board Policy Statements on Aboriginal Employment:	131
--	-----

- | | |
|---|-----|
| a) National Employment Strategy for Aborigines: (Memo to all Ministers from Premier Neville Wran, 23rd March 1979). | 132 |
| b) A list of initiatives to increase Aboriginal Employment in the N.S.W. Public Service | 134 |
| c) Aboriginal Clerical Assistant Scheme - 1985 | 138 |
| d) Aboriginal Clerk Scheme - 1985 | 139 |
| e) Aboriginal Tertiary Training Scheme | 140 |

f) Public Service Board of N.S.W., Aboriginal Employment and Training: <u>Personnel Management Guidelines</u> (April, 1982):	141
i) Policy Statement	142
ii) Role of the Public Service Board	143
iii) Meaning of the term Aborigine	144
iv) Identification of positions	146
v) National Employment Strategy for Aborigines	150

CHAPTER SEVEN

A Concluding Note	153
-------------------	-----

APPENDICES

a) Letter to Equal Employment Opportunity Co-ordinator with original proposal	155
b) Letter to Director of Equal Opportunity in Public Employment	159
c) Questionnaire sent to all Equal Employment Opportunity Co-ordinators	161
d) National Employment Strategy for Aborigines (NESA) Survey Questionnaire	163
e) Permanent Aboriginal Employees Questionnaire	164
f) Questions asked of Equal Employment Opportunity Co-ordinators involved in case study	165

<u>SAMPLE STRATEGIES</u> to increase Aboriginal Employment	166
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* * * * *

Centre Publications for Sale	175
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CHAPTER ONE
Chapter One

INTRODUCTION



INTRODUCTION

This report is the result of research carried out by two NESA Trainees, Robert Stewart and Patricia Andy, employed at the Centre for Multicultural Studies at the University of Wollongong. Our duties involved a number of small projects and as a result of a very useful suggestion by the Equal Employment Opportunity Co-ordinator of the University, Ms. Elizabeth Johnstone, we decided to survey N.S.W. Government Departments and instrumentalities to see what progress they were making in increasing Aboriginal employment levels in line with the government's policy of increasing Aboriginal/Koorie employment. New South Wales Legislation has since 1980 established EEO Co-ordinators in all departments and authorities and requires EEO Management Plans and annual reports.

Part IXA of the N.S.W. Anti-Discrimination Act Section 122c(b) requires departments and authorities "to promote equal employment opportunity for women and members of racial minorities." Management Plans (described in Section 122J) due by 1982 were to include provisions relating to (2.a) "the devising of policies and programs" and (2.e) "the setting of goals and targets". We set out to discover whether the requirements to produce Management Plans (that included Affirmative Action for Aborigines) had meant any significant changes in the number of Aboriginal people employed and the training and promotion opportunities offered to them. We also decided on a comparative assessment of departments/authorities.

We decided to contact EEO Co-ordinators (See Appendix A & C) to obtain statistical and other information on Aboriginal employment. Contact with them was made through the help of the office of the Director of Equal Opportunity in Public Employment (See Appendix B). We also asked EEO Co-ordinators about their strategies for increasing Aboriginal employment. Where possible, we made direct contact with Aboriginal employees and trainees (See Appendix D & E) to find out their experience of employment and training.

In our work we were assisted greatly by Michael Young in the office of the Director of Equal Opportunity in Public Employment, and also by Elizabeth Johnstone who guided us in our research design. Ron Witton, Head of the

Centre for Multicultural Studies assisted in the writing up of the report. We would like to thank all the EEO Co-ordinators who replied to our questionnaire and the Aboriginal staff we interviewed. We decided to try and write a report that was clear and could be easily understood by Aboriginals, many of whom have been denied extensive education. We also intend to send this report to all Aboriginal staff we have contacted who rarely see high level government reports. Because so many of our people have suffered in the education system, we decided to write this report like a school "Report Card" which have traditionally struck fear in the hearts of Aboriginal students. Thus those Departments/Authorities that have high levels of permanent Aboriginal staff are listed as being at the "top of the class" and those that have low levels or no permanent Aboriginal staff have come at the bottom of the class. There are at present 79 Departments/Authorities in the N.S.W. Government "class". Where Departments/Authorities are employing Aboriginal trainees, we note this fact and are looking forward to seeing these trainees being made permanent. Each "Report Card" gives a "position in class" and "mark" for the year, and then gives statistics on the workforce and the situation of Aboriginal employment and training. We have also made comments based on the replies to our questionnaire to EEO Co-ordinators (See Appendix C) circulated in April 1984.

As we see it, the proof of the effectiveness of the Government's employment and training program will be if numbers of Aboriginals being employed and trained by the Government increases every year. With this in mind, we now present the results of our survey, carried out in mid 1984, and compare the results with a report by the Public Service Board of N.S.W. entitled Aboriginal Staff in Government Employment in 1983.

It is our belief that where Aboriginal employment figures are static or show a decline, progress is obviously not being made. We also believe that equal numbers of men and women should be trained and employed in all positions and so we present figures for both sexes as well as the totals. We believe that anywhere there is a serious imbalance of sexes in employment or training, then future intakes need to correct this in order to achieve equal opportunity.

So what did we find? In chapter three we list by department/authority the present employment/training levels and compare the situation to one year ago where possible. We start with the departments/authorities that are displaying the best commitment to Aboriginal employment. We have also made

General Recommendations based on our findings. These should prove helpful to all EEO Co-ordinators. These General Recommendations are listed in Chapter Two of the report.

Following the "Report Cards" we have in chapter Four case studies of attitudes of some Aboriginal trainees and permanent staff in National Parks and Wildlife, The Health Department, and The Department of Technical and Further Education (TAFE). These departments have relatively large numbers of Aboriginal staff and trainees and we thought that by sampling this workforce, (See Appendix F) we could get an idea of the experience Aboriginal employees and trainees are having.

Finally we have in chapter Five two tables that draw together the statistics for all Departments and Authorities to get an idea of overall Aboriginal employment and training levels.

Chapter Six provides details on the Aboriginal training and employment schemes available to N.S.W. government Departments and Authorities.

ACKNOWLEDGEMENTS:

Apart from our previously expressed thanks to Ron Witton, Elizabeth Johnstone, Michael Young, and to the EEO Co-ordinators who helped us in our data collection, we would like to thank Carlene Robinson and Olivera Popovska who patiently typed drafts and the final version of the report. We also gratefully acknowledge the financial assistance given the project by the Centre for Multicultural Studies, The Ministry for Aboriginal Affairs and the Aboriginal Training Program of the Department of Employment and Industrial Relations. Gary Broadbridge, who oversights Aboriginal training programs for the Commonwealth Employment Service on the South Coast, has been particularly supportive. Finally, Susan Cleary and Chris King of the N.S.W. Public Service Board have been very helpful in providing information on the increasing number of schemes and strategies of the Board to increase Aboriginal employment and training.

The cartoons in this study have been taken (and occasionally slightly adapted) from the excellent illustrations done by Patrick Cook for Alison Ziller's Affirmative Action Handbook, Review of N.S.W. Government Administration, January 1980. We gratefully acknowledge their use.

Our thanks also go to Terry Campani who designed the cover of the Report and the staff of the printery of the University of Wollongong who printed and bound the Report.

GLOSSARY

Throughout this report you may find abbreviations. Listed below are the abbreviations and their meanings.

AACTS	Aboriginal Administrative Clerical Training Scheme
ACAS	Aboriginal Clerical Assistant Scheme
ACS	Aboriginal Clerks Scheme
ACATS	Aboriginal Clerical Assistant Training Scheme
ATTS	Aboriginal Tertiary Training Scheme
DEOPE	Director of Equal Opportunity in Public Employment
EEO	Equal Employment Opportunity
EO	Equal Opportunity
NA	Not Available
NESA	National Employment Strategy for Aboriginals
NPWS	National Parks and Wildlife Service
PSB	Public Service Board
TAFE	Technical and Further Education

CHAPTER TWO

GENERAL RECOMMENDATIONS



GENERAL RECOMMENDATIONS

Given the following disturbing findings from a recent study on Aboriginal employment in NSW that:

"In 1981, the number of Aborigines unemployed and actively seeking work in N.S.W., as a percentage of the labour force, was nearly six times greater than that of the N.S.W. population. The unemployment rate for males, in comparison to the N.S.W. population, was nearly seven times greater, and for females it was nearly five times greater.

The number of Aborigines unemployed increased by 7 percentage points over the five year period between Censuses. [1976-1981]

and ...The number of unemployed in the 15-19 year age group is growing rapidly as the percentage of the Aboriginal labour force. The significance of unemployment in the 15-19 year age group is emphasised by the fact that over 46% of this age group was unemployed in June 1981...

and ...The main trend suggested by CES returns is that Aboriginal unemployment in NSW became more general and widespread for adult males and females between 1975 and 1980. The data leads to one general conclusion: by the end of 1980, Aborigines were experiencing mass unemployment in NSW at a rate greater than any other State in Australia...

and ...The only way in which a major reduction in unemployment among Aborigines can be achieved is through the introduction and development of specific job creation schemes.

If there is to be a solution to the current unemployment problem it will need a much greater commitment of resources than has been made in recent years as well as a new range of initiatives specifically designed to reduce chronic and continuing unemployment among less skilled Aborigines, especially those who live in non-metropolitan areas. This will require greater efforts from all levels of government, especially State and local governments. The public sector must play a crucial role if unemployment among Aborigines is to be reduced and meaningful jobs created..."

(from R. Castle, A. Endres, J. Hagan and T. Maher, Employment Opportunities for Aborigines in N.S.W., Report Commissioned by the NSW Ministry of Aboriginal Affairs, University of Wollongong, July 1983, pp. 1-5).

Given the disturbing situation of Aboriginal employment in NSW outlined on the previous page,

our first General Recommendation is that

Recommendation No. 1

Departments/Authorities should aim for at least 2% of their permanent employees to be Aboriginal.

The following Recommendations flow from the findings of this Report:

Recommendation No. 2

Training schemes should maintain an approximate balance of sexes for all positions in order to promote equal opportunity for all Aborigines.

Recommendation No. 3

Regular Aboriginal-staffed counselling services for Aboriginal employees should be available and all Aboriginal trainees and employees should be informed of the existence of the Warrigal Support Group which should receive state government financial and administrative support.

Recommendation No. 4

Where Departments/Authorities have a substantial Aboriginal workforce, the most senior Aboriginal permanent staff member of any Department/Authority should be the convenor of an Aboriginal Employees Support Group which can oversee training programs and handle grievance and suggestions. Where Departments/Authorities have only a few Aboriginal employees, the employees should have access to senior Aboriginal public service staff in other departments/authorities for support, advice and to handle grievances. This staff can come either from a Department/Authority located near their workplace, or can be arranged through the Warrigal Support Group (see Recommendation 3).

Recommendation No. 5

Departments/Authorities should avoid employing N.E.S.A. trainees beyond a three month probationary or work experience period unless permanent positions with the department are guaranteed. N.E.S.A. trainees should never be seen as supplementary to normal staff level ceilings. They should be trainees for identified permanent positions.

Recommendation No. 6

Aboriginal trainees and employees should eventually be present at higher as well as lower levels of any department/authority.

Recommendation No. 7

Administrators of the N.E.S.A. and N.S.W. Government Aboriginal Employment schemes should make regular visits to government departments/authorities to explain the schemes.

Recommendation No. 8

All Aboriginal trainees at completion of training or at withdrawal from program should fill out a standardized report sheet to give feed-back on the adequacy or otherwise of their training program and employment to N.E.S.A., the Public Service Board and to their employers.

Recommendation No. 9

Training programs should be the result of joint consultation between the trainee, the employing authority and the Commonwealth Employment Service/Public Service Board.

Recommendation No. 10

The training program should be reviewed by the organisation, the trainee and the Commonwealth Employment Service/Public Service Board before the end of any probationary decision.

Recommendation No. 11

All departments/authorities should keep statistics on the number, position held, and sex of all permanent and trainee Aboriginal staff.

Recommendation No. 12

Where possible, group recruitment of Aboriginals should be encouraged to enable mutual support to occur, and to facilitate in-service training.

Recommendation No. 13

Given the importance of trade unions in protecting workers' rights and conditions, all Aboriginal employees and trainees should be informed of the trade unions that cover their position and be introduced to the union organizer so that they avail themselves of membership if they choose to.

Recommendation No. 14

That the State Government examines the feasibility of implementing a scholarship scheme for Aboriginal employees who wish to apply for appointment to graded clerical positions. (The Commonwealth Public Service provides nine month scholarships on full pay for interested Aboriginal employees in 4th Division who do not have the educational qualifications to apply for the Commonwealth Selection Test to enter 3rd Division. This training is provided at Tranby College and at the successful completion, the Tranby Certificate is regarded as equivalent to the Higher School Certificate for purposes of being eligible to sit for the 3rd division, clerks entrance examination).

Recommendation No. 15

Where a NESA trainee is taken on by a department/authority, and does not possess the educational qualifications for permanency, the department/authority include in the trainee's training programme study time to attend a CAE, a technical college or Tranby College to study for the HSC or an equivalent qualification.

NOTE: Some of the above is already New South Wales Government Policy. However, it does not appear to be clearly understood by many government departments and authorities. To help heads of Departments and Authorities and their EEO Co-ordinators realize this, we have included as chapter six, selected documents from the NSW Public Service Board outlining Aboriginal training and employment strategies. We particularly note the difficulties experienced by some Departments in gaining NESA trainees and recommend they investigate alternative Aboriginal employment schemes, particularly those being promoted by the the NSW Public Service Board. Mr. Chris King, Project Officer (Aboriginal Employment), of the NSW Public Service Board has full details of all such schemes.

CHAPTER THREE

"REPORT CARDS"

CHAPTER 3

"THE REPORT CARDS"

THE FORMAT FOLLOWED IS EXPLAINED BELOW

A) THE DEPARTMENT'S "MARK:

- High Distinction : over 5% of permanent employees are Aboriginal
- Distinction : between 2% and 5% of permanent employees are Aboriginal
- Credit : between 1% and 2% of permanent employees are Aboriginal
- Pass : at least 1% of permanent employees are Aboriginal
- Marginal Pass : no permanent staff are Aboriginal, but the Department/Authority has Aboriginal trainees
- Fail : no Aboriginal employees or trainees

B) THE DEPARTMENT'S "POSITION IN CLASS", BASED ON PERCENTAGE OF PERMANENT EMPLOYEES WHO ARE ABORIGINAL AND PERMANENT, THERE ARE 79 GOVERNMENT DEPARTMENTS/AUTHORITIES IN THE CLASS OF 1984;

C) STATISTICS ON ABORIGINAL TRAINING AND EMPLOYMENT IN 1984 AND A COMPARISON TO 1983 WHERE AVAILABLE;

D) OUR COMMENTS.

PLEASE NOTE:

1. The Departments and Authorities vary greatly in size and so some small Departments/Authorities with Aboriginal staff, can easily achieve a high percentage of Aboriginal employment. The No. 2 position (held this year by the Greyhound Racing Control Board) is an example of this. Those Departments/Authorities with staff less than 150 are marked with an asterisk.
2. The statistics for this Report were collected directly from EEO Co-ordinators in the first half of 1984. Where the statistics have changed since then, we have not been able to gain this new information, and we apologise for any changes this might have meant for individual Departments/Authorities. Where this would have meant that your Report Card would have improved, we congratulate you! Where the later information would in fact have reflected badly on you, then consider yourself lucky, but note that the N.S.W. Public Service Board's Biannual Survey due in 1985 will further highlight this situation.

"REPORT CARDS"

- The Rank order of Departments/Authorities, by percentage of Permanent Employees who are Aboriginal:-

<u>High Distinction:</u>		<u>PAGE</u>
* Ministry of Aboriginal Affairs	(61.5%)	16
<u>Distinction:</u>		
* Greyhound Racing Control Board	(4.8%)	17
National Parks and Wildlife	(3.0%)	18
* NSW Fish Marketing Authority	(2.0%)	19
<u>Credit:</u>		
Water Resources Commission	(1.7%)	20
Grain Handling Authority	(1.5%)	21
State Superannuation Board	(1.5%)	22
* Zoological Parks Board	(1.2%)	23
* Ministry of Transport	(1.1%)	24
Valuer Generals	(1.1%)	25
** State Rail Authority	(1.1%)	26
Builders Licensing Board	(1.1%)	27
<u>Pass:</u>		
Public Service Board	(1%)	28
Housing Commission	(1%)	29
** Forestry Commission	(.8%)	30
Consumer Affairs	(.8%)	31
Police Department	(.8%)	32
* Broken Hill Water Board	(.8%)	33
* Public Authorities Superannuation Board	(.7%)	34
Department of Main Roads	(.7%)	35
NSW State Lotteries	(.7%)	36
Soil Conservation Service	(.6%)	37
Corporate Affairs Commission	(.6%)	38
** Department of Youth and Community Services	(.5%)	39
Workers Compensation Commission	(.5%)	41
Government Supply (Excluding Cleaning Services)	(.5%)	42
Industrial Development and Decentralisation	(.4%)	43
Metropolitan Water, Sewerage and Drainage Board	(.4%)	44
State Pollution Control	(.4%)	45
Environment and Planning	(.4%)	46
Treasury	(.4%)	47
Magistrates Courts	(.3%)	48
** Health Department	(.3%)	49
Maritime Services Board	(.3%)	50
Public Trust Office	(.3%)	51
** Board of Fire Commissioners	(.3%)	52
Leisure Sport and Tourism	(.2%)	53
Premiers Department	(.2%)	54
NSW Government Printing Office	(.2%)	55

* small Departments/Authorities with staff under 150

** Departments/Authorities unsure of its own Aboriginal employment statistics.

		<u>PAGE</u>
Department of Corrective Services	(.2%)	56
Hunter District Water Board	(.2%)	57
Totalizator Agency Board	(.2%)	58
NSW Police Force	(.2%)	59
Department of Mineral Resources	(.2%)	60
Education Department (Public Service)	(.1%)	61
Department of Lands	(.1%)	62
Technical and Further Education (TAFE)	(.1%)	63
Attorney General	(.1%)	64
Government Insurance Office (GIO)	(.1%)	65
Department of Motor Transport	(.1%)	66
NSW Teaching Service	(.09%)	67
Department of Industrial Relations	(.09%)	68
Urban Transit Authority	(.07%)	69
Electricity Commission	(.06%)	70
State Bank	(.04%)	71
Public Works Department	(.03%)	72

Marginal Pass:

* State Emergency Services	(0%)	73
** Department of Agriculture	(0%)	74
* Ministry of Police and Emergency Services	(0%)	75
* Land Commission	(0%)	76
Energy Authority	(0%)	77
Office of the Minister for Education	(0%)	78
Homebush Abattoir	(0%)	79

Fail:

State Dockyard Newcastle	(0%)	80
* Department of Co-operative Societies	(0%)	81
Central Mapping Authority	(0%)	82
NSW Dairy Corporation	(0%)	83
Legal Service Commission	(0%)	84
* NSW Superannuation Office	(0%)	86
* Trotting Authority of NSW	(0%)	87
* NSW Meat Industry Authority	(0%)	88
Auditor General	(0%)	89
Department of Finance	(0%)	90
* State Electoral Office	(0%)	91
* Sydney Cove Redevelopment Authority	(0%)	92
* Local Government	(0%)	93
* Sydney Farm Produce Market Authority	(0%)	94
* Obudsman's Office	(0%)	95
* Metropolitan Waste Disposal Authority	(0%)	96

- * small Departments/Authorities with staff under 150
 ** Departments/Authorities unsure of its own Aboriginal employment statistics.
 Estimation supplied by Department/Authority.

...***TOP OF THE CLASS***...

Department/Authority: Ministry of Aboriginal Affairs

Employees in 1984 who are Aboriginal
and Permanent: 61.5%

Position in "class": 1st out of 79

Mark: High Distinction

Statistics

Total Number of Employees: 13

Aboriginal Employees	<u>M</u>	<u>F</u>	<u>TOTAL</u>	
Permanent:	2	6	8	
Trainees:	<u>1</u>	<u>-</u>	<u>1</u>	
TOTAL:	3	6	9	
Total 1983:	-	-	9	
Aboriginal Trainees by Scheme:	<u>M</u>	<u>F</u>	<u>Total</u>	<u>1983 Figure</u>
N.E.S.A.	1	0	1	"NA"

[Not Available]

Comments

Aboriginals are employed throughout the Ministry from top to bottom. It appears to make effective use of Aboriginal training schemes and has made former trainees permanent and a N.E.S.A. trainee is being given specific training to enable him to apply for an actual position.

Other departments and authorities be reminded that the Ministry exists and is in a position to give assistance on the improvement of recruitment procedures to attract more Aboriginal staff and the extension of staff training and development programs for Aborigines already employed.

Other departments and authorities can also liaise with Chris King, Project Officer (Aboriginal Employment) in the Personnel Division of the Public Service Board on aspects of Aboriginal recruitment and employment.

Department/Authority: Greyhound Racing Control Board

Employees in 1984 who are Aboriginal
and Permanent: 4.8%

Position in "class": 2nd out of 79

Mark: Distinction

Statistics

Total Number of Employees: 21

Aboriginal Employees	<u>M</u>	<u>F</u>	<u>TOTAL</u>	
Permanent:	0	1	1	
Trainees:	<u>0</u>	<u>0</u>	<u>0</u>	
TOTAL:	0	1	1	
Total 1983:	-	-	1	
Aboriginal Trainees by Scheme:	<u>M</u>	<u>F</u>	<u>Total</u>	<u>1983 Figure</u>
	0	0	0	"NA"

Comments

Because you are only a small organisation it is good to see that you have at least one Aboriginal employed on a permanent basis. We suggest that you investigate the possibility of using the N.E.S.A. scheme to train an Aboriginal for the next position that opens up in your organisation. Via the questionnaire your respondent informs us that you have no training programs to encourage Aboriginals, although you have been successful employing Aboriginals in the past.

Department/Authority: National Parks and Wildlife

Employees in 1984 who are Aboriginal
and Permanent: 3.0%

Position in "class": 3rd out of 79

Mark: Distinction

Statistics

Total Number of Employees: 560

Aboriginal Employees	M	F	TOTAL	
Permanent:	10	7	17	
Trainees:	11	2	13	
TOTAL:	21	9	30	
Total 1983:	-	-	39	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.	9	4	13	23

Comments

This department has displayed a strong commitment to Aboriginal employment. The department also has a commendably high percentage of Aboriginal permanent positions, although Aboriginal employment actually appears to have declined. N.P.W.S. has been the subject of a special case study (See Chapter Four later in this Report). It would appear that aspects of the training program are the subject of criticism by trainees. Moreover, there are many more males than females being trained - a sex balance should be achieved. However, we are pleased to note that some former N.E.S.A.'s have been made permanent though the future of current N.E.S.A.s seem to be in doubt as regards to permanency.

Department/Authority: N.S.W. Fish Marketing Authority

Employees in 1984 who are Aboriginal
and Permanent: 2.0%

Position in "class": 4th out of 79

Mark: Distinction

Statistics

Total Number of Employees: 101

Aboriginal Employees	M	F	TOTAL	
Permanent:	2	0	2	
Trainees:	0	1	1	
TOTAL:	2	1	3	
Total 1983:	-	-	2	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.	0	1	1	"NA"

Comments

Three Aboriginal employees out of 101 isn't too bad. To improve this figure in the future, we would like to see the female Aboriginal Trainee become permanent at the completion of her training period. Your respondent expresses a commendable interest in finding out what other authorities and government departments are offering to N.E.S.A. trainees, for instance categories of training and the depth of training. We also suggest you contact an Aboriginal employment officer at your CES office about training programs that are available.

Department/Authority: Water Resources Commission

Employees in 1984 who are Aboriginal
and Permanent: 1.7%

Position in "class": 5th out of 79

Mark: Credit

Statistics

Total Number of Employees: 2,450

Aboriginal Employees	M	F	TOTAL	
Permanent:	39	3	42	
Trainees:	5	2	7	
TOTAL:	44	5	49	
Total 1983:	-	-	29	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.	5	2	7	8

Comments

We commend you highly on the success of Aboriginal employment on a permanent basis and your training schemes. Last year's figures show that 29 employees were Aboriginal, 24 males and 5 females.

We suggest that this authority employ more Aboriginal females, as the percentage rate of males are far higher than females.

It is great to see this authority is utilising the N.E.S.A. scheme, and even greater to see trainees employed on a permanent basis at end of training period.

Department/Authority: Grain Handling Authority

Employees in 1984 who are Aboriginal
and Permanent: 1.5%

Position in "class": 6th out of 79

Mark: Credit

Statistics

Total Number of Employees: 941

Aboriginal Employees	M	F	TOTAL
Permanent:	14	0	14
Trainees:	0	0	0
TOTAL:	14	0	14
Total 1983:	-	-	7

Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
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"NA"

Comments

We congratulate you on doubling your Aboriginal representation in this organisation since last year. It is good to see that you will be doing a review of your EEO Management Plan to incorporate strategies to include N.E.S.A. trainees. We feel there should be Aboriginal females present in this organisation at all levels and in all positions.

Department/Authority: State Superannuation Board

Employees in 1984 who are Aboriginal
and Permanent: 1.5%

Position in "class": 6th out of 79

Mark: Credit

Statistics

Total Number of Employees: 200

Aboriginal Employees	<u>M</u>	<u>F</u>	<u>TOTAL</u>	
Permanent:	2	1	3	
Trainees:	<u>0</u>	<u>0</u>	<u>0</u>	
TOTAL:	2	1	3	
Total 1983:	-	-	1	
Aboriginal Trainees by Scheme:	<u>M</u>	<u>F</u>	<u>Total</u>	<u>1983 Figure</u>

1

Comments

Your figures on permanent Aboriginal employment for 1984 are an improvement. We commend the Board in its Activities in Aboriginal employment. We also note that your respondent states in the questionnaire that job seeking skills workshops are available to all staff.

Department/Authority: Zoological Parks Board

Employees in 1984 who are Aboriginal
and Permanent: 1.2%

Position in "class": 8th out of 79

Mark: Credit

Statistics

Total Number of Employees: 166

Aboriginal Employees	M	F	TOTAL	
Permanent:	1	1	2	
Trainees:	4	2	6	
TOTAL:	5	3	8	
Total 1983:	-	-	8	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.	4	2	6	6

Comments

While the training/employment situation seems quite good, there doesn't seem to be recruitment into the higher levels of the Board.

Like most departments/authorities there seems to be some staff turnover. Where this involves N.E.S.A.'s leaving their training program, attention should be directed to the training program itself to ensure that it is not at fault.

Department/Authority: Ministry of Transport

Employees in 1984 who are Aboriginal
and Permanent: 1.1%

Position in "class": 9th out of 79

Mark: Credit

Statistics

Total Number of Employees: 89

Aboriginal Employees	M	F	TOTAL	
Permanent:	0	1	1	
Trainees:	0	1	1	
TOTAL:	0	2	2	
Total 1983:	-	-	"NA"	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.	0	0	0	"NA"
Wage Pause	0	1	1	

Comments

We do not have your report on your last years figures so we can't determine whether they have increased or decreased. We are disappointed to see that in 1984 you have only one Aboriginal female employed. What's happened to equal employment opportunity principles?

We also have noticed that one trainee was employed under the Wage Pause Scheme. This scheme is now defunct, so what has become of this trainee?

Department/Authority: Valuer Generals

Employees in 1984 who are Aboriginal
and Permanent: 1.1%

Position in "class": 9th out of 79

Mark: Credit

Statistics

Total Number of Employees: 467

Aboriginal Employees	M	F	TOTAL	
Permanent:	1	4	5	
Trainees:	0	5	5	
TOTAL:	1	9	10	
Total 1983:	-	-	4	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.	0	5	5	3

Comments

Your figures this year for Aboriginal employment are an improvement. Good to see that former N.E.S.A. trainees have been made permanent, and that positive steps are being made current N.E.S.A. trainees permanent by notifying the Public Service Board prior to the end of training programs.

Department/Authority: State Rail Authority (SRA)

Employees in 1984 who are Aboriginal
and Permanent: 1.1%

Position in "class": 9th out of 79

Mark: Credit

Statistics

Total Number of Employees: 41,000

Aboriginal Employees	M	F	TOTAL
Permanent:	470	0	470
Trainees:	27	3	30
TOTAL:	497	3	500
Total 1983:	-	-	141

Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.	10	1	11	"NA"
* Youth Employment Scheme (YES)	17	1	18	
Wage Pause	0	1	1	

Note * State Government Youth Employment Scheme.

Comments a) figure not separated on a sex basis, b) 'estimate' based on current data.

We are delighted with the figures produced in your questionnaire of 470 permanent Aboriginal employees. However, we understand that they are largely concentrated in unskilled labouring type work and would like to see the SRA provide training schemes for them. We hope the SRA continues to set a good example in the hiring of Aboriginals. However, we would also like to see a greater number of trainees. We note with approval your comments that "The recent intake of six Aboriginal Station Assistants initially recruited under N.E.S.A. have now become permanent employees of SRA. A similar recruitment drive is underway with ten Aboriginal Station Assistants to commence under N.E.S.A. in June 1984. A follow up is being done on Aboriginal apprentices under N.E.S.A. training within SRA".

We also note with approval that "The State Rail Authority as part of its Equal Employment Opportunity Management Plan have recently employed two Aborigines as Liason Officers and their duties will include developing policies and programs relating to Aboriginal employment and to monitor and evaluate their policies to determine their effectiveness".

Department/Authority: Builders Licensing Board

Employees in 1984 who are Aboriginal
and Permanent: 1.1%

Position in "class": 9th out of 79

Mark: Credit

Statistics

Total Number of Employees: 187

Aboriginal Employees	M	F	TOTAL
Permanent:	2	0	2
Trainees:	0	0	0
TOTAL:	2	0	2

Total 1983:

Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
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1

Comments

Your figures in recruiting Aboriginal staff have not changed since 1983. We suggest that this department train and employ more Aborigines, and especially female, on a permanent basis. We are pleased to read in the questionnaire filled in by the respondent that the Board regularly provides training opportunities under the N.E.S.A. scheme, and that former N.E.S.A. trainees have been made permanent.

Department/Authority: Public Service Board

Employees in 1984 who are Aboriginal
and Permanent: 1%

Position in "class": 13th out of 79

Mark: Pass

Statistics

Total Number of Employees: 390

Aboriginal Employees	M	F	TOTAL
Permanent:	3	1	4
Trainees:	2	1	3
TOTAL:	5	2	7
Total 1983:	-	-	9

Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.	3		3	8

Comments

Your Aboriginal employment record has dropped by two since 1983 report. The PSB should be doing as much as possible to ensure that other departments and especially their own are employing Aborigines permanently as well as through the various schemes. It states on the questionnaire that some N.E.S.A. trainee have been made permanent. We hope that you will follow suit with present and future N.E.S.A. trainees.

Department/Authority: Housing Commission

Employees in 1984 who are Aboriginal
and Permanent: 1%

Position in "class": 13th out of 79

Mark: Pass

Statistics

Total Number of Employees: 1,437

Aboriginal Employees	M	F	TOTAL	
Permanent:	8	6	14	
Trainees:	1	8	9	
TOTAL:	9	14	23	
Total 1983:	-	-	14	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.	1	1	2	7
Wage Pause		7		

Comments

Your figures are looking good. You have almost doubled figures on Aboriginal employment since 1983. It is pleasing to see that this department is equally employing males and females. We also note that you conduct "Job Application Skills" workshops for all staff on a self nomination basis (in house) and that you have also sent your Aboriginal staff for the Director of Equal Opportunity in Public Employment "Communication skills for Aborigines" Course. Also the Aboriginal Liason Officers are given appropriate courses to assist them in the work. It's good to see that every effort is made by this department to permanently appoint all N.E.S.A. trainees during their training period. Keep up the good work.

Department/Authority: Forestry Commission

Employees in 1984 who are Aboriginal
and Permanent: .8%

Position in "class": 15th out of 79

Mark: Pass

Statistics

Total Number of Employees: 2,082

Aboriginal Employees	M	F	TOTAL	
Permanent:	17	0	17	
Trainees:	29	6	35	
TOTAL:	46	6	52	
Total 1983:	-	-	33	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.	1	1	2	14
Youth Employment Scheme (YES)	1	1	2	
Commonwealth Employment Program (CEP)	4	27	31	

Comments

There is a big difference in numbers of Aboriginal male and female employees. This should be corrected in the future. However, you show a definite commitment to Aboriginal employment and training. The respondent states that in the past there have been no training programs that encourage Aboriginals to apply for positions, although courses are scheduled for 84/85. Also N.E.S.A. trainees have been made permanent.

Department/Authority: Consumer Affairs

Employees in 1984 who are Aboriginal
and Permanent: .8%

Position in "class": 15th out of 79

Mark: Pass

Statistics

Total Number of Employees: 360

Aboriginal Employees	M	F	TOTAL	
Permanent:	1	2	3	
Trainees:	1	0	1	
TOTAL:	1	2	4	
Total 1983:	-	-	2	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
Aboriginal Administrative Clerical	1	1	2	1
Training Scheme (AACTS)				

Comments

As a result of your questionnaire we see there are no specific training programs within this department. However, there are some "identified" positions for Aboriginals planned. We note your comment that you have been successful in employing Aboriginals in the past mainly through training schemes organised by PSB and N.E.S.A.

Also we notice with approval that steps have been taken to make any future N.E.S.A. trainees permanent in this department or with other government departments.

Department/Authority: Police Department

Employees in 1984 who are Aboriginal
and Permanent: .8%

Position in "class": 15th out of 79

Mark: Pass

Statistics

Total Number of Employees: 1,574

Aboriginal Employees	<u>M</u>	<u>F</u>	<u>TOTAL</u>	
Permanent:	2	7	9	
Trainees:	<u>0</u>	<u>0</u>	<u>0</u>	
TOTAL:	2	7	9	
Total 1983:	-	-	8	
Aboriginal Trainees by Scheme:	<u>M</u>	<u>F</u>	<u>Total</u>	<u>1983 Figure</u>

1

Comments

It seems by the figures that the N.E.S.A. trainee from last year has now been made permanent. (We hope we are right). We would like to see this department recruit more N.E.S.A. trainees in the near future. Keep up the good work. Aboriginal-Police relations can only improve with greater Aboriginal input into the Police Department and its administration.

Department/Authority: Broken Hill Water Board

Employees in 1984 who are Aboriginal
and Permanent: .8%

Position in "class": 15th out of 79

Mark: Pass

Statistics

Total Number of Employees: 129

Aboriginal Employees	<u>M</u>	<u>F</u>	<u>TOTAL</u>	
Permanent:	1	0	1	
Trainees:	<u>0</u>	<u>0</u>	<u>0</u>	
TOTAL:	1	0	1	
Total 1983:	-	-	1	
Aboriginal Trainees by Scheme:	<u>M</u>	<u>F</u>	<u>Total</u>	1983 Figure

"NA"

Comments

We were very disappointed to see that:-

- 1) The number of Aboriginal employees has not increased since 1983.
- 2) That there are no Aboriginal females employed within this organisation.
- 3) There are no N.E.S.A. trainees.

However, we were pleased to hear that three projects have been approved, and that your target is to employ more Aborigines in the future.

Department/Authority: Public Authorities Superannuation Board

Employees in 1984 who are Aboriginal
and Permanent: .7%

Position in "class": 19th out of 79

Mark: Pass

Statistics

Total Number of Employees: 150

Aboriginal Employees	<u>M</u>	<u>F</u>	<u>TOTAL</u>	
Permanent:	0	1	1	
Trainees:	<u>0</u>	<u>0</u>	<u>0</u>	
TOTAL:	0	1	1	
Total 1983:	-	-	"NA"	
Aboriginal Trainees by Scheme:	<u>M</u>	<u>F</u>	<u>Total</u>	1983 Figure

"NA"

Comments

With increasing numbers of Aboriginals joining statutory authorities, we will be contributing superannuation payments and would expect that we could also find employment in one of the Boards that handle superannuation. We look forward to you working with N.E.S.A. or the N.S.W. Public Service Board to recruit further Aboriginal employees.

Department/Authority: Department of Main Roads

Employees in 1984 who are Aboriginal
and Permanent: .7%

Position in "class": 19th out of 79

Mark: Pass

Statistics

Total Number of Employees: 9,604

Aboriginal Employees	M	F	TOTAL	
Permanent:	72	0	72	
Trainees:	1	1	2	
TOTAL:	73	1	74	
Total 1983:	-	-	72	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.	1	1	2	6

Comments

We are delighted to see so many Aboriginals employed within one organisation. It's shame, though, to see that all employees except one are males. The questionnaire which has been completed by your respondent states that there are:-

- 1) no training programs that encourage Aboriginals to apply for positions, but you have been employing Aboriginals in the past.

It is hard to believe that you do not keep a record as to whether your N.E.S.A. trainees have been made permanent or not.

We note with approval your plan in the original EEO management plan to appoint an Aboriginal Liason Officer. Did this position ever eventuate?

Department/Authority: N.S.W. State Lotteries

Employees in 1984 who are Aboriginal
and Permanent: .7%

Position in "class": 19th out of 79

Mark: Pass

Statistics

Total Number of Employees: 414

Aboriginal Employees	M	F	TOTAL
Permanent:	0	3	3
Trainees:	0	0	0
TOTAL:	0	3	3
Total 1983:	-	-	"NA"
Aboriginal Trainees by Scheme:	M	F	Total

1983 Figure

"NA"

Comments

We are delighted to see that there are Aboriginal staff members in your department, but why are they all women? A good way to demonstrate your commitment to equal employment opportunity principles and practices would be to encourage the recruitment of male and female employees. The questionnaire return shows that this department is making use of the ACATS training scheme and the AACTS training scheme, but none under the N.E.S.A. scheme. The respondent also states that there are no pre-employment schemes run by your department but that strategies to encourage Aborigines to apply for positions are used in conjunction with regular advertisements. We also learn that this department has been successful in employing Aboriginals in small numbers, but that your N.E.S.A. trainee left before completion of training.

You say that "this department has had great difficulty in having N.E.S.A. trainees referred despite repeated effort". In general, we commend you for your initiatives.

Department/Authority: Soil Conservation Service

Employees in 1984 who are Aboriginal
and Permanent: .6%

Position in "class": 22nd out of 79

Mark: Pass

Statistics

Total Number of Employees: 763

Aboriginal Employees	M	F	TOTAL	
Permanent:	5	0	5	
Trainees:	23	3	26	
TOTAL:	28	3	31	
Total 1983:	-	-	37	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.	4	2	6	8
C.E.P.	18	1	19	
State Youth Corps (SYC)	1	0	1	

Comments

The figures, especially the training program for 1984, are looking good, although they have declined since 1983.

Via the questionnaire, your respondent informed us that "the department offered to have a trainee under the Aboriginal Administrative Training Scheme but none were assigned. It will offer a position under the Aboriginal Tertiary Training Scheme." We have also noticed that this department has been successful with Aboriginal employment in the past and some former N.E.S.A. trainees have been made permanent. Also we note your comments that:

- 1) If vacancies exist the trainees who satisfactorily complete training will be offered positions.
- 2) If no vacancies exist trainees are to be referred to the Public Service Board prior to the end of training for possible placement in other departments.

Department/Authority: Corporate Affairs Commission

Employees in 1984 who are Aboriginal
and Permanent: .6%

Position in "class": 22nd out of 79

Mark: Pass

Statistics

Total Number of Employees: 500

Aboriginal Employees	<u>M</u>	<u>F</u>	<u>TOTAL</u>	
Permanent:	1	2	3	
Trainees:	<u>0</u>	<u>0</u>	<u>0</u>	
TOTAL:	1	2	3	
Total 1983:	-	-	1	
Aboriginal Trainees by Scheme:	<u>M</u>	<u>F</u>	<u>Total</u>	1983 Figure

"NA"

Comments

The respondent of this department has stated in the questionnaire that:-

- 1) There are no training programs that encourage Aboriginals to apply for positions.
- 2) This department has not been successful in employing Aboriginals in the past.
- 3) "Whilst we have offered places for N.E.S.A. trainees over the past few years there have been no one available to take up their position".

Another comment made by your respondent

"The Commissions staff is divided approximately between qualified professional staff for example, Legal Officers, Accountants, and Clerical work. This year we offered four places under the Boards Aboriginal training program however, they were only able to allocate two clerical positions."

Department/Authority: Department of Youth and Community Services

Employees in 1984 who are Aboriginal
and Permanent: .5%

Position in "class": 24th out of 79

Mark: Pass

Statistics

Total Number of Employees: 2,600

Aboriginal Employees	M	F	TOTAL	
Permanent:	5	8	13	
Trainees:	12	16	28	
TOTAL:	17	24	41	
Total 1983:	-	-	30	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.	10	13	23	19
Wage Pause	2	3	5	

Comments

It's pleasing to know that there is an increased number in your figures of Aboriginal employment in 1984. We hope that they will continue to increase throughout the years, as there are so many Aboriginal people who rely on this service. Being able to speak to an Aboriginal Community Worker who understands a fellow Aboriginal's problems is vital for our people.

The respondent states in the questionnaire that this department has training programs to encourage Aboriginals to apply for positions. Also they have a success rate of employing Aboriginals in the past and N.E.S.A. trainees have been made permanent.

The respondent says:-

- 1) "After training, N.E.S.A. trainees are assisted and encouraged to apply for vacant positions (they have been taken on as casuals in the interim in the past)".

Other comments made by the respondent are:-

- * A number of permanent positions have been identified for Aborigines since the 'client' group are Aboriginals who are being serviced. Their positions are in the 'selection' stage, and are located in both city and country areas.

- * "There are not statistics on the number of permanent staff who are Aboriginal. The questionnaire is completed from personal knowledge - the number could be higher".
- * Commonwealth Employment Program projects are just beginning - some positions are identified as Aboriginal.

NOTE:

Recent information received via the DEOPE office indicates that the total number of Aboriginal District Officers stands at 44, well ahead of the Management Plan target of 23. This is most pleasing.

Department/Authority: Workers Compensation Commission

Employees in 1984 who are Aboriginal
and Permanent: .5%

Position in "class": 24th out of 79

Mark: Pass

Statistics

Total Number of Employees: 186

Aboriginal Employees	<u>M</u>	<u>F</u>	<u>TOTAL</u>	
Permanent:	1	0	1	
Trainees:	<u>0</u>	<u>0</u>	<u>0</u>	
TOTAL:	1	0	1	
Total 1983:	-	-	1	
Aboriginal Trainees by Scheme:	<u>M</u>	<u>F</u>	<u>Total</u>	1983 Figure

1

Comments

We found that there is a very low Aboriginal representation in this organisation and we would very much like to see an increase, considering the figures have not changed since 1983. Your respondent informs us "the organisation does not run any training programs for any staff. Placements are made in courses conducted by other organisations wherever possible". Since you were successful employing Aboriginals in the past, we suggest using a training scheme so as to deal with this problem.

Department/Authority: Government Supply (Excluding Cleaning Services)

Employees in 1984 who are Aboriginal
and Permanent: .5%

Position in "class": 24th out of 79

Mark: Pass

Statistics

Total Number of Employees: 992

Aboriginal Employees	<u>M</u>	<u>F</u>	<u>TOTAL</u>	
Permanent:	4	1	5	
Trainees:	<u>0</u>	<u>0</u>		
TOTAL:	4	1	5	
Total 1983:	-	-	56	
Aboriginal Trainees by Scheme:	<u>M</u>	<u>F</u>	<u>Total</u>	1983 Figure

1

Comments

Since the 1983 numbers were high, it would be very interesting to know, why there has been a large decrease in such a short period of time. We would suggest you begin to make use of Aboriginal training schemes to raise Aboriginal employment levels in the future. Also your respondent informs us that you have made former N.E.S.A. trainees permanent.

Department/Authority: Industrial Development and Decentralization

Employees in 1984 who are Aboriginal
and Permanent: .4%

Position in "class": 27th out of 79

Mark: Pass

Statistics

Total Number of Employees: 235

Aboriginal Employees	M	F	TOTAL	
Permanent:	0	1	1	
Trainees:	9	5	14	
TOTAL:	9	6	15	
Total 1983:	-	-	"NA"	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.	0	0	0	"NA"
C.E.P.	9	5	14	

Comments

It is heartening to see so many Aborigines being trained. However, we note that most of them (i.e., all except one) are in short term employment schemes.

The respondent states that permanency will depend on their suitability and on the occurrence of a vacancy. We will watch developments with interest.

We applaud the departments' use of the Aboriginal Clerical Assistants Training Scheme. We note that in training Aborigines, the department seems to be training twice as many men than women. This sort of bias needs to be watched.

Department/Authority: Metropolitan Water, Sewerage and Drainage Board

Employees in 1984 who are Aboriginal
and Permanent: .4%

Position in "class": 27th out of 79

Mark: Pass

Statistics

Total Number of Employees: 12,948

Aboriginal Employees	M	F	TOTAL	
Permanent:	43	4	47	
Trainees:	13	0	13	
TOTAL:	56	4	60	
Total 1983:	-	-	50	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.	6	0	6	3
C.E.P.	7	0	7	

Comments

We are pleased to see such a large number of Aboriginals employed and that your EEO management plan has a number of strategies aimed at attracting Aboriginal employees. We are particularly pleased that four computer operators officers were being appointed permanently on completion of their N.E.S.A. traineeships and that you hope to appoint your current N.E.S.A. trainees to permanent positions if they are suitable and if positions are available. It is also pleasing to learn that you have attempted to take a N.E.S.A. traineeship in the Administrative area, but that this initiative failed through not being able to find a suitable applicant. We suggest you keep trying, perhaps by putting the word out through Aboriginal organisations, since we need to have Aboriginal representatives in the Administrative sectors of organisations.

Department/Authority: State Pollution Control

Employees in 1984 who are Aboriginal
and Permanent: .4%

Position in "class": 27th out of 79

Mark: Pass

Statistics

Total Number of Employees: 250

Aboriginal Employees	<u>M</u>	<u>F</u>	<u>TOTAL</u>	
Permanent:	1	0	1	
Trainees:	<u>0</u>	<u>0</u>	<u>0</u>	
TOTAL:	1	0	1	
Total 1983:	-	-	1	
Aboriginal Trainees by Scheme:	<u>M</u>	<u>F</u>	<u>Total</u>	1983 Figure

Comments

As you can see by the statistics this department has only one Aboriginal employed, but fortunately he is permanent. Via the departments' questionnaire, the respondent informs us that approaches were made for a N.E.S.A. trainee however, the proposed training position was not able to be filled. Also the Aboriginal has attended a Career Workshop conducted by DEOPE.

Department/Authority: Environment and Planning

Employees in 1984 who are Aboriginal
and Permanent: .4%

Position in "class": 27th out of 79

Mark: Pass

Statistics

Total Number of Employees: 497

Aboriginal Employees	M	F	TOTAL
Permanent:	0	2	2
Trainees:	0	1	1
TOTAL:	0	3	3
Total 1983:	-	-	4

Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.		1	1	2

Comments

We note your comments that you found great difficulty has been experienced in gaining Aboriginal trainees and employees in the past. We note with approval your statement that every effort will continue to be made to increase the number of Aboriginals within the department. We are especially pleased to learn that despite some difficulties, your department has been able to get Public Service Board approval to make two N.E.S.A. trainees permanent. It is also pleasing to learn that you have similar plans for your current N.E.S.A. trainee if her work proves to be satisfactory.

Department/Authority: Treasury

Employees in 1984 who are Aboriginal
and Permanent: .4%

Position in "class": 27th out of 79

Mark: Pass

Statistics

Total Number of Employees: 250

Aboriginal Employees	<u>M</u>	<u>F</u>	<u>TOTAL</u>	
Permanent:	1	0	1	
Trainees:	<u>0</u>	<u>0</u>	<u>0</u>	
TOTAL:	1	0	1	
Total 1983:	-	-	"NA"	
Aboriginal Trainees by Scheme:	<u>M</u>	<u>F</u>	<u>Total</u>	1983 Figure
				"NA"

Comments

It would be good to see an increase of Aboriginal representation in this organisation, since there is obviously at present only a minimal commitment to Aboriginal employment and training.

Your respondent comments that "State departments are subject to the provisions for employment and appointment in statutes and directions of N.S.W. Public Service Board." Given that the Public Service Board is encouraging Aboriginal employment and training, we suggest you liaise with them in achieving greater Aboriginal training and employment.

Department/Authority: Magistrates Courts

Employees in 1984 who are Aboriginal
and Permanent: .3%

Position in "class": 32nd out of 79

Mark: Pass

Statistics

Total Number of Employees: 1,057

Aboriginal Employees	M	F	TOTAL	
Permanent:	2	1	3	
Trainees:	3	23	26	
TOTAL:	5	24	29	
Total 1983:	-	-	4	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.	3	23	26	2

Comments

We found there to be a very pleasing increase in training since 1983, though obviously many more women are being trained than men. Unfortunately there may be difficulties in finding them permanent positions at the end of their training. We applaud the fact that three of your N.E.S.A. trainees have participated in DEOPE courses and that you have a special program to upgrade qualifications from School Certificate to Higher School Certificate, or to upgrade HSC to degree level. You state that you have no teachers for these programs yet. We suggest you contact the N.S.W. Aboriginal Education Consultative Group to help you in finding applicants.

Department/Authority: Health Department

Employees in 1984 who are Aboriginal
and Permanent: .3%

Position in "class": 32nd out of 79

Mark: Pass

Statistics

Total Number of Employees: 15,000

Aboriginal Employees	M	F	TOTAL	
Permanent:	14	30	44	
Trainees:	18	32	50	
TOTAL:	32	62	94	
Total 1983:	-	-	78	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.	18	32		19

Comments

We are pleased that the department is becoming a significant employer of Aboriginal people. We realise that you have had difficulties in collecting data on trainees since they are taken on at a regional level. Perhaps you ought to begin to keep a central register so that you can help facilitate placement in permanent positions at the end of their training.

The more Aboriginal health workers we have, the more likely may be an improvement in health care delivery to our people.

Department/Authority: Maritime Services Board

Employees in 1984 who are Aboriginal
and Permanent: .3%

Position in "class": 32nd out of 79

Mark: Pass

Statistics

Total Number of Employees: 3,327

Aboriginal Employees	M	F	TOTAL	
Permanent:	8	2	10	
Trainees:	8	1	9	
TOTAL:	16	3	19	
Total 1983:	-	-	12	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.	8	1	9	6

Comments

It's good to see such a large number of Aboriginals in the MSB including N.E.S.A. trainees. We would very much like to see further initiatives in the future. Also we are pleased to learn that the N.E.S.A. trainees are continuously encouraged to apply for any advertised vacancies. We are also pleased that you can sometimes offer temporary positions to N.E.S.A. trainees at the end of their training period pending a permanent position becoming vacant.

Department/Authority: Public Trust Office

Employees in 1984 who are Aboriginal
and Permanent: .3%

Position in "class": 32nd out of 79

Mark: Pass

Statistics

Total Number of Employees: 318

Aboriginal Employees	M	F	TOTAL
Permanent:	0	1	1
Trainees:	0	0	0
TOTAL:	0	1	1
Total 1983:	-	-	"NA"
Aboriginal Trainees by Scheme:	M	F	Total

1983 Figure

"NA"

Comments

We learnt from your letter to us that your Office "is not considered an appropriate Department for Trainees" despite your regular approaches to the N.E.S.A. scheme. We really do not understand why you are being discouraged from increasing your level of Aboriginal employment and recommend that this organisation make contact with the Public Service Board (PSB) to consider any other training schemes that are available, to increase Aboriginal employment. It's good to see that a N.E.S.A. trainee has been employed on a permanent basis. We suggest you enquire of N.E.S.A. why they are discouraging you in your admirable initiatives.

Department/Authority: Board of Fire Commissioners

Employees in 1984 who are Aboriginal
and Permanent: .3%

Position in "class": 32nd out of 79

Mark: Pass

Statistics

Total Number of Employees: 2,633

Aboriginal Employees	M	F	TOTAL	
Permanent:	7	0	7	
Trainees:	1	0	1	
TOTAL:	8	0	8	
Total 1983:	-	-	1	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.	1	0	1	1

Comments

Although you obviously have a great bias towards male employment generally, it is pleasing to learn from your questionnaire that you have devised a strategy to assist Aboriginals in becoming firefighters. Your strategy, of a block intake of N.E.S.A. trainee firefighters who will be given the skills necessary to allow them to complete successfully with other applicants for vacant positions is a good one. We are pleased that you are paying special attention to improving their literacy and numeracy skills and that you are sponsoring your current N.E.S.A. trainee to attend Tranby Aboriginal College. We commend you in your efforts and look forward with interest to learn how successful you will be in having more Aboriginals as permanent employees. We particularly commend your plans to recruit in groups of at least five trainees to enable mutual support to occur, facilitate in-service training to overcome literacy and numeracy problems.

Department/Authority: Leisure Sport and Tourism

Employees in 1984 who are Aboriginal
and Permanent: .2%

Position in "class": 37th out out of 79

Mark: Pass

Statistics

Total Number of Employees: 450

Aboriginal Employees	M	F	TOTAL	
Permanent:	1	0	1	
Trainees:	2	3	5	
TOTAL:	3	3	6	
Total 1983:	-	-	11	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.	2	3	5	10

Comments

It's good to see a trainee, who has been on AACTS will be made permanent.
Also it would be good to have the N.E.S.A. trainees made permanent as well.
It would also be interesting to know why there has been a decrease in
Aboriginal numbers since 1983.

Department/Authority: Premiers Department

Employees in 1984 who are Aboriginal
and Permanent: .2%

Position in "class": 37th out of 79

Mark: Pass

Statistics

Total Number of Employees: 1,900

Aboriginal Employees	M	F	TOTAL
Permanent:	3	1	4
Trainees:	8	3	11
TOTAL:	11	4	15
Total 1983:	-	-	10

Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.	1	1	2	8
C.E.P.	6	1	7	
Wage Pause	1	1	2	

Comments

This department has a very small number of Aborigines occupying permanent positions but seems to be making great use of training/employment schemes (Wage Pause, CEP, NESA). This is commendable but there is always the problem of finding positions at the end of training. We note that you have in your EEO Management Plan a demonstrated program for increasing Aboriginal employment and look forward with interest to see how successful you are in absorbing your trainees within the department.

In light of the Premier's admirable publicly stated commitment to increased Aboriginal employment in N.S.W. Government employment (See chapter 6 fv), it is disappointing to note current levels of permanent Aboriginal employment in this department.

Department/Authority: N.S.W. Government Printing Office

Employees in 1984 who are Aboriginal
and Permanent: .2%

Position in "class": 37th out of 79

Mark: Pass

Statistics

Total Number of Employees: 976

Aboriginal Employees	M	F	TOTAL	
Permanent:	1	1	2	
Trainees:	0	1	1	
TOTAL:	1	2	3	
Total 1983:	-	-	1	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.	0	1	1	"NA"

Comments

We both feel there is a need to improve your Aboriginal employment level. We suggest an increase of more trainees on the N.E.S.A. scheme and that you continue your past efforts to secure permanent employment for them at the end of their training.

Department/Authority: Department of Corrective Services

Employees in 1984 who are Aboriginal
and Permanent: .2%

Position in "class": 37th out of 79

Mark: Pass

Statistics

Total Number of Employees: 2,600

Aboriginal Employees	M	F	TOTAL	
Permanent:	3	2	5	
Trainees:	2	0	2	
TOTAL:	5	2	7	
Total 1983:	-	-	6	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.	2	0	2	1

Comments

Because of the very high level of Aboriginals in jail, it is vital that a department such as this shows a demonstrated commitment to Aboriginal employment. We need many more Aboriginal staff in positions of face to face contact with Aborigines employed as Probation and Parole Officers. We suggest a much greater use of Aboriginal training schemes and that women are also included in such training schemes.

Department/Authority: Hunter District Water Board

Employees in 1984 who are Aboriginal
and Permanent: .2%

Position in "class": 37th out of 79

Mark: Pass

Statistics

Total Number of Employees: 1,560

Aboriginal Employees	<u>M</u>	<u>F</u>	<u>TOTAL</u>	
Permanent:	3	0	3	
Trainees:	<u>0</u>	<u>2</u>	<u>2</u>	
TOTAL:	3	2	5	
Total 1983:	-	-	3	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure

"NA"

Comments

Respondent has stated that in the past you have been successful in employing Aboriginals, although the department is now reducing staff members, and current N.E.S.A. trainees will not be made permanent. However, you have advertised for apprentices and the department has notified the CES to encourage Aboriginals to apply. You have also contacted the local Aboriginal hostels to let them know the position has been advertised. We commend you in these efforts, but are concerned that your two N.E.S.A. trainees are not to be made permanent.

Department/Authority: Totalizator Agency Board (TAB)

Employees in 1984 who are Aboriginal
and Permanent: .2%

Position in "class": 37th out of 79

Mark: Pass

Statistics

Total Number of Employees: 428

Aboriginal Employees	<u>M</u>	<u>F</u>	<u>TOTAL</u>	
Permanent:	0	1	1	
Trainees:	<u>0</u>	<u>0</u>	<u>0</u>	
TOTAL:	0	1	1	
Total 1983:	-	-	1	
Aboriginal Trainees by Scheme:	<u>M</u>	<u>F</u>	<u>Total</u>	<u>1983 Figure</u>
	0	0	0	1

Comments

We note with approval that your permanent Aboriginal employee is about to be promoted to a senior position. We also note your commitment to train Aboriginals, but you are having difficulty in attracting them, despite your best efforts. We are delighted that you are now planning a special recruitment pamphlet and that you have made contact with the "WARRIGAL" Support Group of Aboriginal Public Servants. Perhaps they could help you find prospective N.E.S.A. trainees.

Department/Authority: N.S.W. Police Force

Employees in 1984 who are Aboriginal
and Permanent: .2%

Position in "class": 37th out of 79

Mark: Pass

Statistics

Total Number of Employees: 10,000

Aboriginal Employees	<u>M</u>	<u>F</u>	<u>TOTAL</u>	
Permanent:	20	5	25	
Trainees:	<u>0</u>	<u>0</u>	<u>0</u>	
TOTAL:	20	5	25	
Total 1983:	-	-	8	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure

1

Comments

It's good to see there are Aboriginal female and male Police Officers, although there could be more Aboriginal females employed. We are also pleased to see that your former N.E.S.A. trainee, who was Parking Patrol Officer has been made permanent. From your questionnaire it says that although you do not have a training program to encourage Aborigines to apply for positions this organisation has been successful in the past. We are sure that if a training program is developed this department will be even more successful in recruiting Aboriginals. We commend you in your initiatives to recruit more Aboriginal members into the Force and of having an Aboriginal officer liaise with prospective recruits, but given the state of Aboriginal/Police relations, perhaps a program of special group entry could be considered.

Department/Authority: Department of Mineral Resources

Employees in 1984 who are Aboriginal
and Permanent: .2%

Position in "class": 37th out of 79

Mark: Pass

Statistics

Total Number of Employees: 450

Aboriginal Employees

	<u>M</u>	<u>F</u>	<u>TOTAL</u>
Permanent:	1	0	1
Trainees:	0	0	0
TOTAL:	1	0	1
Total 1983:	-	-	1

Aboriginal Trainees by Scheme: M F Total 1983 Figure

"NA"

Comments

We note that you have indeed tried to recruit trainees under N.E.S.A. but that you have had difficulties in developing a training program. We like your suggestion that the provision, by the Aboriginal Employment and Training Branch of the Department of Employment and Industrial Relations, of an inventory of skills to be acquired, would be of great assistance to departments in preparing N.E.S.A. training proposals, and we support you in this initiative.

Department/Authority: Education Department (Public Service)

Employees in 1984 who are Aboriginal
and Permanent: .1%

Position in "class": 45th out of 79

Mark: Pass

Statistics

Total Number of Employees: 11,500

Aboriginal Employees	M	F	TOTAL	
Permanent:	5	9	14	
Trainees:	66	26	92	
TOTAL:	71	35	106****	
Total 1983:	-	-	"NA"	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.	17	22	39	"NA"
Wage Pause	0	4	4	
AACTS	0	1	1	
ACATS	0	2	2	

Note **** includes 49 Aboriginal trainees (CEP) not separated on a sex basis.

Comments

These figures were given to the DEOPE office and then passed on to us. We commend this department on their initiative in Aboriginal training but obviously, given the size of the department, we expect to see a much higher number of permanent Aboriginal employees in the future.

Department/Authority: Department of Lands

Employees in 1984 who are Aboriginal
and Permanent: .1%

Position in "class": 45th out of 79

Mark: Pass

Statistics

Total Number of Employees: 1,800

Aboriginal Employees	M	F	TOTAL	
Permanent:	1	1	2	
Trainees:	1	1	2	
TOTAL:	2	2	4	
Total 1983:	-	-	"NA"	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.	1	1	2	"NA"

Comments

We are sorry to see what appears to be a fairly low commitment to Aboriginal training and employment. We are pleased that you found positions for two of your N.E.S.A. trainees in the past. Perhaps you could look into the matter again and take efforts to increase your commitment to Aboriginal training and employment.

Department/Authority: Technical and Further Education (TAFE)

Employees in 1984 who are Aboriginal
and Permanent: .1%

Position in "class": 45th out of 79

Mark: Pass

Statistics

Total Number of Employees: 18,000

Aboriginal Employees	<u>M</u>	<u>F</u>	<u>TOTAL</u>	
Permanent:	18	6	24	
Trainees:	<u>6</u>	<u>8</u>	<u>14</u>	
TOTAL:	24	14	38	
Total 1983:	-	-	44	
Aboriginal Trainees by Scheme:	<u>M</u>	<u>F</u>	<u>Total</u>	<u>1983 Figure</u>
N.E.S.A.	6	8	14	(24)

Comments

We are pleased that TAFE is making a commitment to Aboriginal training and employment and that Aboriginals are employed at all levels of the department. We are also pleased that you are taking steps to employ your N.E.S.A. trainees upon completion of their training. TAFE of course should be setting an example in this area given your access to training situations and experience. However we are concerned that the figures for 1984 are lower than the figures in 1983.

Department/Authority: Attorney General

Employees in 1984 who are Aboriginal
and Permanent: .1%

Position in "class": 45th out of 79

Mark: Pass

Statistics

Total Number of Employees: 1,350

Aboriginal Employees	M	F	TOTAL	
Permanent:	1	1	2	
Trainees:	0	1	1	
TOTAL:	1	2	3	
Total 1983:	-	-	2	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.	0	1	1	1

Comments

It's good to see that there are Aboriginal staff represented in this department, although there could be more.

As in all departments we hope that present and all future N.E.S.A. trainees will have permanent employment at the end of training programs.

Keep up the good work, but let's see the figures increase in 1985.

Department/Authority: Government Insurance Office (GIO)

Employees in 1984 who are Aboriginal
and Permanent: .1%

Position in "class": 45th out of 79

Mark: Pass

Statistics

Total Number of Employees: 1,600

Aboriginal Employees	<u>M</u>	<u>F</u>	<u>TOTAL</u>
Permanent:	1	0	1
Trainees:	<u>0</u>	<u>1</u>	<u>1</u>
TOTAL:	1	1	2
Total 1983:	-	-	1

Aboriginal Trainees by Scheme:	<u>M</u>	<u>F</u>	<u>Total</u>	<u>1983 Figure</u>
ACATS		1	1	

Comments

We note that you have made a start into Aboriginal employment and training. We note that you are using the ACATS scheme and that you have been unsuccessful in gaining any N.E.S.A. trainees. Perhaps you could discuss this further with the N.E.S.A. administrators. Also, remember that Aboriginals, like all Australians, take out insurance and that you might increase your sales if you train and employ some Aboriginals as insurance representatives.

Department/Authority: Department of Motor Transport

Employees in 1984 who are Aboriginal
and Permanent: .1%

Position in "class": 45th out of 79

Mark: Pass

Statistics

Total Number of Employees: 2,600

Aboriginal Employees	M	F	TOTAL	
Permanent:	0	2	2	
Trainees:	1	1	2	
TOTAL:	1	3	4	
Total 1983:	-	-	"NA"	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.	1	1	2	"NA"
AACTS	0	2	2	0

Comments

From the questionnaire returned to us by your we see that this department has not been successful in employing Aboriginals in the past and that no previous N.E.S.A. trainees have been made permanent. Also that steps this department proposes to take to make current N.E.S.A.'s permanent are:-

- 1) "encourage to enter AACTS".
- 2) Get department to waive needs for School Certificate at level 3 and passing Entrance Exam, and accept satisfactory work experience as conditions for permanent employment.

Department/Authority: N.S.W. Teaching Service

Employees in 1984 who are Aboriginal
and Permanent: .09%

Position in "class": 51st out of 79

Mark: Pass

Statistics

Total Number of Employees: 45,000

Aboriginal Employees	M	F	TOTAL	
Permanent:	17	26	43	
Trainees:	0	0	0	
TOTAL:	17	26	43	
Total 1983:	-	-	-	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
	0	0	0	"NA"

Comments

Given the need of our people to get education and to be able to relate to their teachers, it is vital that there is a steady increase in Aboriginal teacher employment. We know that the N.S.W. Aboriginal Education Consultative Group are continually pressing for a larger Aboriginal teaching service and look forward to immediate and appropriate placement of teacher trainees when they graduate from tertiary institutions.

Department/Authority: Department of Industrial Relations

Employees in 1984 who are Aboriginal
and Permanent: .09%

Position in "class": 51st out of 79

Mark: Pass

Statistics

Total Number of Employees: 1,100

Aboriginal Employees	<u>M</u>	<u>F</u>	<u>TOTAL</u>	
Permanent:	0	0	0	
Trainees:	<u>1</u>	<u>0</u>	<u>1</u>	
TOTAL:	1	0	1	
Total 1983:	-	-	2	
Aboriginal Trainees by Scheme:	<u>M</u>	<u>F</u>	<u>Total</u>	<u>1983 Figure</u>
ACATS	1		1	2

Comments

We are disappointed that a department concerned with employment does not have any permanent Aboriginal employees, and that you have only just begun to use an Aboriginal training scheme (ACATS). We would hope to see a stronger commitment to Aboriginal employment in the future.

Department/Authority: Urban Transit Authority

Employees in 1984 who are Aboriginal
and Permanent: .07%

Position in "class": 53rd out of 79

Mark: Pass

Statistics

Total Number of Employees: 6,613

Aboriginal Employees	M	F	TOTAL	
Permanent:	3	2	5	
Trainees:	0	0	0	
TOTAL:	3	2	5	
Total 1983:	-	-	5	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
	0	0	0	"NA"

Comments

Your figures in 1984 are the same as 1983. It seems a shame that this authority has not done anything to increase their figures for Aboriginal employment. Lets see a change in the future.

Perhaps you could take a few lessons on Aboriginal training programs from the State Rail Authority. If they can do it, why can't you?

Department/Authority: Electricity Commission

Employees in 1984 who are Aboriginal
and Permanent: .06%

Position in "class": 54th out of 79

Mark: Pass

Statistics

Total Number of Employees: 10,979

Aboriginal Employees	M	F	TOTAL	
Permanent:	7	0	7	
Trainees:	2	1	3	
TOTAL:	9	1	10	
Total 1983:	-	-	9	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.	2	1		3

Comments

Your replies to the questionnaire indicate that positive steps are being taken in recruiting Aboriginals through N.E.S.A. though the numbers are very small given the size of your workforce. We are pleased to note that the commission is currently establishing a formalized system of training programs. We are also pleased to learn that you plan to make your N.E.S.A.'s permanent if their employment record is satisfactory.

Department/Authority: State Bank

Employees in 1984 who are Aboriginal
and Permanent: .04%

Position in "class": 55th out of 79

Mark: Pass

Statistics

Total Number of Employees: 5,000

Aboriginal Employees	M	F	TOTAL
Permanent:	1	1	2
Trainees:	0	0	0
TOTAL:	1	1	2
Total 1983:	-	-	"NA"

Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
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"NA"

Note ** "All people who join the staff complete a probationary period before being confirmed to the permanent staff. The two Aboriginal people currently employed are on probation. We expect they will be on permanent staff at the appropriate time".

Comments

We feel that more could be done in employing Aboriginals now that you have started to accept Clerks through TAP (Training for Aboriginals Program). We suggest you contact N.E.S.A. next time you have a position to fill. We Aboriginals use the Bank too and would like to see Aboriginal employment on the rise, particularly in areas of service delivery. Indeed, it is noticeable in your advertising that your staff does not reflect the reality of our multiracial society.

Department/Authority: Public Works Department

Employees in 1984 who are Aboriginal
and Permanent: .03%

Position in "class": 56th out of 79

Mark: Pass

Statistics

Total Number of Employees: 6,300

Aboriginal Employees	M	F	TOTAL	
Permanent:	0	2	2	
Trainees:	30	3	33	
TOTAL:	30	5	35	
Total 1983:	-	-	41	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.	30	2	32	32
Wage Pause	0	1	1	

Comments

We are pleased to note your growing commitment to Aboriginal training and employment and that you have also assisted one Aboriginal employee to study full-time at Tranby. Keep up the good intentions.

Department/Authority: State Emergency Services

Employees in 1984 who are Aboriginal
and Permanent: 0%

Position in "class": 57th out of 79

Mark: Marginal Pass

Statistics

Total Number of Employees: 97

Aboriginal Employees	M	F	TOTAL	
Permanent:	0	0	0	
Trainees:	0	3	3	
TOTAL:	0	3	3	
Total 1983:	-	-	"NA"	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.	-	-	-	"NA"
CEP		3	3	

Comments

It would be good to see Aboriginal trainees employed under the N.E.S.A. scheme leading to permanent employment. The Commonwealth Employment Program (CEP) is being used to employ Aboriginals but this scheme only runs for a set period, then the trainees are out of employment. The respondent states that "this department has no targeted positions identified specially for Aboriginals. The most efficient officer is employed for a vacant position irrespective of colour, race, ethnicity, sex or marital status" However, you have been successful with employing Aboriginals in the past.

Department/Authority: Department of Agriculture

Employees in 1984 who are Aboriginal
and Permanent: 0%

Position in "class": 57th out of 79

Mark: Marginal Pass

Statistics

Total Number of Employees: 3,128

Aboriginal Employees	M	F	TOTAL
Permanent:	**	0	0
Trainees:	62	12	74
TOTAL:	62	12	74
Total 1983:	-	-	36

Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.			23	19

Note ** no statistics kept on permanent employees - including 51 Aboriginal trainees not separated on a sex basis - included with males.

Comments

Considering that there are a large number of Aboriginal trainees on the N.E.S.A. scheme, we would be very interested to know if any become permanent in the future. We are pleased to note that this department is participating in the Aboriginal Tertiary Training Scheme (ATTS), and also in the Vocational Training Scheme for Aboriginals and Torres Strait Islanders.

Department/Authority: Ministry of Police and Emergency Services

Employees in 1984 who are Aboriginal
and Permanent: 0%

Position in "class": 57th out of 79

Mark: Marginal Pass

Statistics

Total Number of Employees: 67

Aboriginal Employees	<u>M</u>	<u>F</u>	<u>TOTAL</u>	
Permanent:	0	0	0	
Trainees:	<u>0</u>	<u>1</u>	<u>1</u>	
TOTAL:	0	1	1	
Total 1983:	-	-	"NA"	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure

"NA"

Comments

Although this is a very small department we would still like to see more Aboriginal staff members. We hope that the trainee you have will be made permanent.

Department/Authority: Land Commission

Employees in 1984 who are Aboriginal
and Permanent: 0%

Position in "class": 57th out of 79

Mark: Marginal Pass

Statistics

Total Number of Employees: 100

Aboriginal Employees	M	F	TOTAL	
Permanent:	0	0	0	
Trainees:	1	0	1	
TOTAL:	1	0	1	
Total 1983:	-	-	"NA"	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.	-	-	-	"NA"
CEP	1	0	1	

Comments

Only one Aboriginal (a Concrete Labourer) was employed under a CEP project and presumably will no longer be with the commission at the completion of his project. The Commission has not used the N.E.S.A. scheme though this was part of its EEO Management Plan. The reason given was that no position in the Commission seemed to require "Aboriginality". It is our belief that Aboriginals need to be recruited generally throughout any organisation not just in Aboriginal specific locations.

Department/Authority: Energy Authority

Employees in 1984 who are Aboriginal
and Permanent: 0%

Position in "class": 57th out of 79

Mark: Marginal Pass

Statistics

Total Number of Employees: 240

Aboriginal Employees	M	F	TOTAL	
Permanent:	0	0	0	
Trainees:	1	0	1	
TOTAL:	1	0	1	
Total 1983:	-	-	"NA"	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.	1	0	1	"NA"

Comments

We are pleased to note that you have a commitment to begin to train Aboriginals. We are pleased that you intend to employ your N.E.S.A. trainee at the end of his traineeship and that you already plan to train another Aboriginal under the N.E.S.A. scheme in the area of Staff Development and Training. We also note with approval your plans to take on another Aboriginal under the ATTS program to undergo Engineer training.

Department/Authority: Office of the Minister for Education

Employees in 1984 who are Aboriginal
and Permanent: 0%

Position in "class": 57th out of 79

Mark: Marginal Pass

Statistics

Total Number of Employees: 950

Aboriginal Employees	M	F	TOTAL	
Permanent:	0	0	0	
Trainees:	0	2	2	
TOTAL:	0	2	2	
Total 1983:	-	-	3	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.	0	1	1	"NA"
CEP	0	1	1	

Comments

We would like to see such an important office as this one demonstrate a greater commitment to Aboriginal training and employment. We suggest you have discussions with members of the Aboriginal Education Consultative Group (whom you inform us are only employed on a temporary basis) about ways of improving your rather dismal record. We note that one of your trainees is actually under CEP and suspect she will lose her job at the end of the CEP project.

Department/Authority: Homebush Abattoir

Employees in 1984 who are Aboriginal
and Permanent: 0%

Position in "class": 57th out of 79

Mark: Marginal Pass

Statistics

Total Number of Employees: 588

Aboriginal Employees	M	F	TOTAL	
Permanent:	0	0	0	
Trainees:	1	0	1	
TOTAL:	1	0	1	
Total 1983:	-	-	1	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
N.E.S.A.	1	0	1	"NA"

Comments

Good to see you making a start into Aboriginal training. Perhaps you could have a few more N.E.S.A. trainees so that the one Aboriginal you have in the organisation can develop a support network that is often vital for employment retention and job satisfaction.

Your respondent tells us that this organisation has been successful in Aboriginal employment in the past, although none of your N.E.S.A.'s have been made permanent.

Department/Authority: State Dockyard Newcastle

Employees in 1984 who are Aboriginal
and Permanent: 0%

Position in "class": 64th out of 79

Mark: Fail

Statistics

Total Number of Employees: 480

Aboriginal Employees	M	F	TOTAL	
Permanent:	0	0	0	
Trainees:	0	0	0	
TOTAL:	0	0	0	
Total 1983:	-	-	"NA"	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
	0	0	0	"NA"

Comments

There are reductions of all staff at present. The Dockyard has reduced from about 1,500 employees in 1977 to its current level. Also there is virtually no training at this time. Your respondent states that "There have been several (Aboriginal employees) in the past and there is still one part Aboriginal; but he does not identify as such." Since you state that there are no self-identified Aboriginals on staff, we are forced to give you a zero rating.

The respondent also states that "In my previous employment I had a staff training officer who had a strong personal ambition to recruit an Aboriginal for apprenticeship. Over many years and many attempts he finally gave up. He never succeeded in getting these boys to persevere beyond stage 3". We urge you to keep trying to increase your Aboriginal employment and to avoid using the pejorative term "boys" when talking about Aboriginals.

Department/Authority: Department of Co-operative Societies

Employees in 1984 who are Aboriginal
and Permanent: 0%

Position in "class": 64th out of 79 (Bottom of the class)

Mark: Fail

Statistics

Total Number of Employees: 70

Aboriginal Employees	<u>M</u>	<u>F</u>	<u>TOTAL</u>	
Permanent:	0	0	0	
Trainees:	<u>0</u>	<u>0</u>	<u>0</u>	
TOTAL:	0	0	0	
Total 1983:	-	-	"NA"	
Aboriginal Trainees by Scheme:	<u>M</u>	<u>F</u>	<u>Total</u>	<u>1983 Figure</u>
	0	0	0	"NA"

Comments

Your respondent states that this department has an Aboriginal adviser on the North Coast retained on a consulting basis. Also that "a N.E.S.A. scheme is available but to date the CES has not referred any further prospective applicants probably due to the specialised nature of the departments' functions" and that "there is no reason why a suitable N.E.S.A. trainee would not be made permanent". We congratulate you on taking this initiative and suggest you work harder on bringing it to fruition.

Department/Authority: Central Mapping Authority

Employees in 1984 who are Aboriginal
and Permanent: 0%

Position in "class": 64th out of 79 (Bottom of the class)

Mark: Fail

Statistics

Total Number of Employees: 330

Aboriginal Employees	<u>M</u>	<u>F</u>	<u>TOTAL</u>	
Permanent:	0	0	0	
Trainees:	<u>0</u>	<u>0</u>	<u>0</u>	
TOTAL:	0	0	0	
Total 1983:	-	-	"NA"	
Aboriginal Trainees by Scheme:	<u>M</u>	<u>F</u>	<u>Total</u>	1983 Figure

"NA"

Comments

Your respondent has informed us through his questionnaire return that "as advised on 20/2/84, the CMA has been unable to find any applicants to fill N.E.S.A. vacancies". Also this authority has been successful in Aboriginal employment in the past although there are no training programs to encourage Aboriginals to apply for positions.

Also "the CMA is again making efforts to recruit Aboriginals through the Ministry of Aboriginal Affairs, Aboriginal Education Unit, Mitchell College of Advanced Education and Bathurst Technical College". We recognise your attempts for trying and give you an "A" for effort. Perhaps you could get some advice on this from the Aboriginal enclave at Mitchell CAE.

Department/Authority: N.S.W. Dairy Corporation

Employees in 1984 who are Aboriginal
and Permanent: 0%

Position in "class": 64th out of 79 (Bottom of the class)

Mark: Fail

Statistics

Total Number of Employees: 200

Aboriginal Employees	M	F	TOTAL
Permanent:	0	0	0
Trainees:	0	0	0
TOTAL:	0	0	0
Total 1983:	-	-	"NA"
Aboriginal Trainees by Scheme:	M	F	Total

1983 Figure

"NA"

Comments

You informed us via the questionnaire that "we received an acknowledgement and were informed details of the training offer would be circularised in N.S.W. As yet we have not engaged a trainee - we intended to pursue the matter once current re-organisation of the corporation is resolved. We would endeavour to provide more opportunities for Aboriginal employment particularly under the N.E.S.A. scheme.

We also note that you will shortly have a full-time training officer who can look into fulfilling your plan to have Aboriginal employment via N.E.S.A. We look forward to seeing developments in this area in the near future.

Department/Authority: Legal Services Commission of N.S.W.

Employees in 1984 who are Aboriginal
and Permanent: 0%

Position in "class": 64th out of 79 (Bottom of Class)

Mark: Fail

Statistics

Total Number of Employees: 167

Aboriginal Employees	M	F	TOTAL
Permanent:	0	0	0
Trainees:	0	0	0
TOTAL:	0	0	0
Total 1983:	-	-	1

Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
	0	0	0	

Comments

The Respondent has informed us that:-

- 1) "the commission had employed a N.E.S.A. trainee as a Legal Clerk (name supplied) who finished on 1st March 1984.
- 2) "Applications were made for ten N.E.S.A. trainees in 1983. After a number of follow up telephone calls the Commission is still waiting for the appointment of some trainees."
- 3) "The Commission was approached by the Public Service Board to employ Aboriginal Legal Clerks some time ago. Even though the Commission supported the idea, the Public Service Board has not gone through with the exercise."

May we suggest that you immediately get in contact with the Public Service Board and find out why they have not gone through with the exercise. Also we note your other comment that "the majority of staff employed within the Commission are Legal Officers. Positions which have a minimum qualification requirement of being admitted as a Solicitors of the Supreme Court of N.S.W. The Commission does not provide legal aid to Aboriginals and it appears that those Aboriginals who are qualified as solicitors work for the Aboriginal Legal Service." We appreciate this but suggest you keep trying to recruit

an Aboriginal Solicitor in the future. Perhaps you could get in touch with the University of N.S.W.'s Law School which we believe has a growing Aboriginal student body. However, we are concerned that your N.E.S.A. trainee of last year was not absorbed into your regular staff at the end of his training period.

Department/Authority: N.S.W. Superannuation Office

Employees in 1984 who are Aboriginal
and Permanent: 0%

Position in "class": 64th out of 79 (Bottom of the class)

Mark: Fail

Statistics

Total Number of Employees: 55

Aboriginal Employees	<u>M</u>	<u>F</u>	<u>TOTAL</u>	
Permanent:	0	0	0	
Trainees:	<u>0</u>	<u>0</u>	<u>0</u>	
TOTAL:	0	0	0	
Total 1983:	-	-	"NA"	
Aboriginal Trainees by Scheme:	<u>M</u>	<u>F</u>	<u>Total</u>	1983 Figure
				"NA"

Comments

It has come to our attention that this department like many others has not taken any steps to employ Aborigines. We take into account your comments that "the size, structure and activities of the organisation are restrictive to implementation of any specific strategies in this regard, all base grade recruitment is conducted by the Public Service Board on behalf of our office" but find this a lame excuse for not demanding that the PSB recruit Aboriginal staff. After all, Aborigines in employment pay superannuation and so the fund should be administered by us as well! Also, there are no training programs that encourage Aborigines to apply for positions. We do note, however, that the one former N.E.S.A. trainees employed in the Miners' Pensions Branch was appointed as a Clerical Assistant with the Department of Mineral Resources.

Department/Authority: Trotting Authority of N.S.W.

Employees in 1984 who are Aboriginal
and Permanent: 0%

Position in "class": 64th out of 79 (Bottom of the class)

Mark: Fail

Statistics

Total Number of Employees: 36

Aboriginal Employees	M	F	TOTAL
Permanent:	0	0	0
Trainees:	0	0	0
TOTAL:	0	0	0
Total 1983:	-	-	"NA"
Aboriginal Trainees by Scheme:	M	F	Total

1983 Figure

"NA"

Comments

The respondent has stated in his questionnaire that "as discussed over the telephone with the officers last week we are a very small arm of the Government, and have only recently appointed an EEO Co-ordinator and are still in the process of drawing up a suitable EEO plan and related strategies which I feel sure will include the question of employment of Aboriginals". So do we.

Department/Authority: N.S.W. Meat Industry Authority

Employees in 1984 who are Aboriginal
and Permanent: 0%

Position in "class": 64th out of 79 (Bottom of the class)

Mark: Fail

Statistics

Total Number of Employees: 17

Aboriginal Employees	M	F	TOTAL	
Permanent:	0	0	0	
Trainees:	0	0	0	
TOTAL:	0	0	0	
Total 1983:	-	-	"NA"	
Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
	0	0	0	"NA"

Comments

Even though it is only a very small organisation of seventeen employees, the bulk of staff are Licencing Inspectors and in which essential qualifications for the positions is the possession of the Meat Inspectors Certificate. Recruitment for the positions is by open application. It would be good to see recruitment of Aboriginals on a training scheme such as N.E.S.A. in which they could study to get their Meat Inspection Certificate.

Department/Authority: Auditor General

Employees in 1984 who are Aboriginal
and Permanent: 0%

Position in "class": 64th out of 79 (Bottom of the class)

Mark: Fail

Statistics

Total Number of Employees: 195

Aboriginal Employees	M	F	TOTAL
Permanent:	0	0	0
Trainees:	0	0	0
TOTAL:	0	0	0
Total 1983:	-	-	"NA"
Aboriginal Trainees by Scheme:	M	F	Total

1983 Figure

"NA"

Comments

Your 'respondent informs us (via DEOPE) that this organisation has been successful in Aboriginal employment in the past, although there is no Aboriginal representation at present. We understand that you have tried to employ a N.E.S.A. via CES in 1983 but were unsuccessful. What about a new initiative in 1985?

Department/Authority: Department of Finance

Employees in 1984 who are Aboriginal
and Permanent: 0%

Position in "class": 64th out of 79 (Bottom of the class)

Mark: Fail

Statistics

Total Number of Employees: 712

Aboriginal Employees	M	F	TOTAL
Permanent:	0	0	0
Trainees:	0	0	0
TOTAL:	0	0	0
Total 1983:	-	-	"NA"
Aboriginal Trainees by Scheme:	M	F	Total

1983 Figure

"NA"

Comments

Through information given to us through the DEOPE office this department has no Aboriginal staff but is looking at getting a N.E.S.A. trainee in the future. We hope that you are also planning permanent employment for him/her if the trainee proves successful.

Department/Authority: State Electoral Office

Employees in 1984 who are Aboriginal
and Permanent: 0%

Position in "class": 64th out of 79 (Bottom of the class)

Mark: Fail

Statistics

Total Number of Employees: 28

Aboriginal Employees	<u>M</u>	<u>F</u>	<u>TOTAL</u>	
Permanent:	0	0	0	
Trainees:	<u>0</u>	<u>0</u>	<u>0</u>	
TOTAL:	0	0	0	
Total 1983:	-	-	"NA"	
Aboriginal Trainees by Scheme:	<u>M</u>	<u>F</u>	<u>Total</u>	1983 Figure
				"NA"

Comments

Your respondent expressed in his questionnaire return that "the 28 positions in this office cover the normal classification of clerical, clerical assistants, typists and stenographers. The only restrictions on Aboriginal classification on any appointment are the normal requirements of the Public Service Board (P.S.B.) in relation to qualifications. Base grade vacancies are filled through the PSB." But how can you get qualifications without experience? Aboriginals don't need qualifications to vote and this office relies on votes. However, you can use the N.E.S.A. scheme to give Aboriginals both qualifications and experience so that your office can become more representative of the electorate. Also this department does not have any records to show whether they have been successful or unsuccessful with Aboriginal employment in the past. We wonder whether it's the latter.

Department/Authority: Sydney Cove Redevelopment Authority

Employees in 1984 who are Aboriginal
and Permanent: 0%

Position in "class": 64th out of 79 (Bottom of the class)

Mark: Fail

Statistics

Total Number of Employees: 34

Aboriginal Employees	M	F	TOTAL
Permanent:	0	0	0
Trainees:	0	0	0
TOTAL:	0	0	0
Total 1983:	-	-	-

Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
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"NA"

Comments

Given we used to own Sydney Cove, it is only right and proper that we should have a say in its present redevelopment. What about it?

Department/Authority: Local Government

Employees in 1984 who are Aboriginal
and Permanent: 0%

Position in "class": 64th out of 79 (Bottom of the class)

Mark: Fail

Statistics

Total Number of Employees: 118

Aboriginal Employees	<u>M</u>	<u>F</u>	<u>TOTAL</u>	
Permanent:	0	0	0	
Trainees:	<u>0</u>	<u>0</u>	<u>0</u>	
TOTAL:	0	0	0	
Total 1983:	-	-	17	
Aboriginal Trainees by Scheme:	<u>M</u>	<u>F</u>	<u>Total</u>	1983 Figure

11

Comments

The above information has been given to us through the Director of Equal Opportunity in Public Employment (DEOPE) office.

If the figures for 1983 are correct, what has happened to the Aboriginal staff since then? Were they all with the Lands Department when it separated out? In any case, you really do need an Aboriginal training scheme.

Department/Authority: Sydney Farm Produce Market Authority

Employees in 1984 who are Aboriginal
and Permanent: 0%

Position in "class": 64th out of 79 (Bottom of the class)

Mark: Fail

Statistics

Total Number of Employees: 113

Aboriginal Employees	<u>M</u>	<u>F</u>	<u>TOTAL</u>	
Permanent:	0	0	0	
Trainees:	<u>0</u>	<u>0</u>	<u>0</u>	
TOTAL:	0	0	0	
Total 1983:	-	-	1	
Aboriginal Trainees by Scheme:	<u>M</u>	<u>F</u>	<u>Total</u>	<u>1983 Figure</u>
	0	0	0	"NA"

Comments

Your Aboriginal employment figure for 1983 was one. It's shame that the figure has dropped to zero in 1984. Your respondent states that "the Authority recruits its personnel from outside the service through the Commonwealth Employment Service or newspaper advertisements and to date no Aboriginals have applied for any positions". We suggest that the organisation also advertise future positions at the DEIR Aboriginal Employment and Training Branch in Sydney.

Department/Authority: Ombudsman's Office

Employees in 1984 who are Aboriginal
and Permanent: 0%

Position in "class": 64th out of 79 (Bottom of the class)

Mark: Fail

Statistics

Total Number of Employees: 61

Aboriginal Employees	M	F	TOTAL
Permanent:	0	0	0
Trainees:	0	0	0
TOTAL:	0	0	0
Total 1983:	-	-	"NA"
Aboriginal Trainees by Scheme:	M	F	Total

1983 Figure

"NA"

Comments

This information has been passed on from the DEOPE office. This office is a vital one in the Public Service and we wonder if the lack of Aboriginal staff means that Aboriginals are less likely to approach the Ombudsman with their grievances. What about an Aboriginal training program for 1985?

Department/Authority: Metropolitan Waste Disposal Authority

Employees in 1984 who are Aboriginal
and Permanent: 0%

Position in "class": 64th out of 79 (Bottom of the class)

Mark: Fail

Statistics

Total Number of Employees: 78

Aboriginal Employees	M	F	TOTAL
Permanent:	0	0	0
Trainees:	0	0	0
TOTAL:	0	0	0
Total 1983:	-	-	"NA"

Aboriginal Trainees by Scheme:	M	F	Total	1983 Figure
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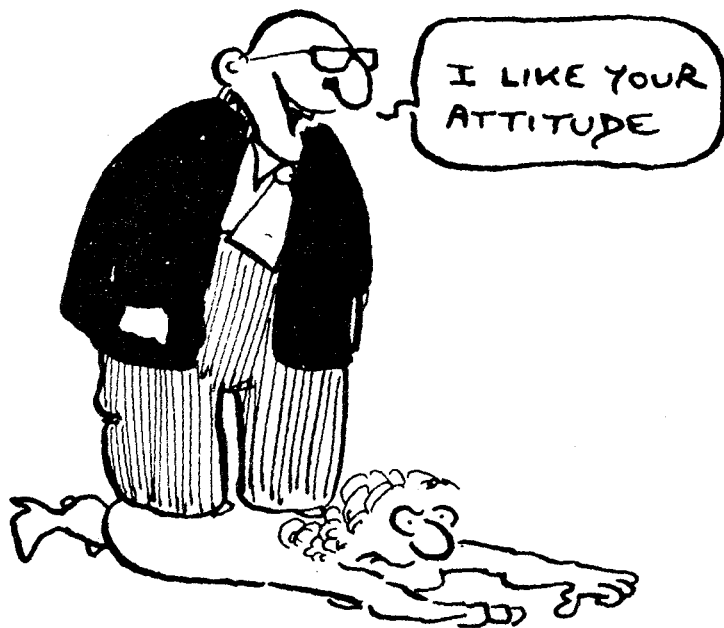
"NA"

Comments

Aboriginals produce garbage just like everybody else. We need to have a say in its appropriate disposal. What about a training program in 1985? After all, our people were traditionally forced to live near tips and contracted diseases which contributed to the dreadful mortality rates of our children. We want to make sure that garbage dumps are located in areas that are safe for everybody.

CHAPTER FOUR

CASE STUDIES



As part of our research we decided to have a closer look at three major departments. They are:

- * National Parks and Wildlife
- * Health Department
- * Technical and Further Education

As these departments have relatively large numbers of Aboriginal employees/trainees, we thought that it would be most important to speak to the Aboriginal staff, both trainees and permanent to give them the chance to speak about their employment within the department.

We went about this process by interviewing and handing out questionnaires (See Appendix D and E) to the Aboriginal staff and a follow up interview with the EEO Co-ordinator and/or Aboriginal Liason Officer of the department taking part in the case study.

Once again we would especially like to thank all the Aboriginal staff, both permanent and trainees who took part in our interviews. Without their participation and excellent responses this section of the report would not have been possible.

It will be evident that the responses that were gained from TAFE, and to a lesser extent the Health Department, lacked the detailed information that was given to us from National Parks and Wildlife. This is partly due to the fact that we were unable to make personal contact with the Aboriginal staff at TAFE in a way that we could with NPWS at Head Office and at Health in the Nowra Regional Office.

CASE STUDY NO. 1Part 1 NATIONAL PARKS AND WILDLIFE (N.P.W.S.)

Perhaps the best way to start would be to quote directly from the "Welcome to the Service" induction manual to all new employees:

"The New South Wales National Parks and Wildlife Service was established in 1967 to manage national parks and nature reserves and conserve wildlife in this State. The Service's main aims are to preserve a full representation of natural environments in New South Wales and to ensure the continued survival of all our native plant and animal species. The Service is also responsible for the management and protection of Aboriginal and European historical sites and artefacts."

As already stated on the National Parks and Wildlife report card there are thirty Aboriginal employees within this department. Thirteen trainees and seventeen permanent staff members, compared to a total of thirty-nine Aboriginals employed in 1983, as stated in "Aboriginal staff in Government Employment - 1983", a report by the Public Service Board of N.S.W. for the year ended 31st December, 1983.

With further talks and follow up questionnaire (See Appendix F) to the EEO Co-ordinator we were given the following information:

- Aboriginal staff members throughout the state meet during the year to discuss grievances and exchange recommendations with the EEO Co-ordinator and Director of N.P.W.S.
- The department is very active in the area of taking positive steps to eliminate discrimination.
- There were no complaints by Aboriginal staff about problems of overt racism by Non-Aboriginal members of the staff. However, the EEO Co-ordinator states there is always the problem of indirect racism. (For a discussion of indirect discrimination see Alison Ziller, Affirmative Action Handbook, N.S.W. Government, Sydney, 1983, page 16-17).
- There is a set induction procedure for all staff - Aboriginal and Non-Aboriginal.
- The department has not been faced with a situation where an Aboriginal staff member has left because of discrimination, though there is a possibility that Aboriginal staff members may have left without actually complaining about discrimination.
- There is no one employed within the department who specifically deals with Aboriginals' problems.

- The EEO Co-ordinator also quotes that it is recommended "jobs for Aborigines to be created where there are a large number of Aborigines within the community for example, Narrabri".

CASE STUDY NO. 1

Part 2

ABORIGINAL N.E.S.A. TRAINEES

This department's thirteen Aboriginal N.E.S.A. trainees were each given a questionnaire at one of their network meetings on 11th April 1984. From their replies, we have accumulated the following information.

- 6 (46.2%) of Aboriginal trainees have been employed within the department for less than one year. The remainder of trainees 7/13 (53.8%) have been employed for one year or more.

Job Classification:

- Park Workers = 46.2%
Trainee Rangers = (23%)
Technical Assistants = 15.4%
Trainee Draftsperson = 7.7%
Assistant on my Job = 7.7% - (We are unsure what the trainee meant by this position description)
- Eight (61.5%) trainees stated that their training programs were set out in writing; 5 (38.5%) stated it was not. Also only seven (53.8%) had copies of training programs.

Question 7 of the questionnaire asked - "Are you satisfied with your training" - please comment.

of the total answers:- 53.8% (7/13) stated yes.

46.1% (6/13) stated no.

- Their comments were:-
- Yes. "Because I have initiated my own training program".
 - Yes. "Hours study at TAFE. Almost completed the copy of training program, with completed supervision".
 - Yes. "Satisfied with training under N.E.S.A.".
 - Yes. "I have got a lot out of my training such as class 3 driving licence, boat licence, chain-saw".
 - No. "The training program is not working because the trainees are not getting the proper training for them to be confident in their role as a ranger".
 - No. "With no training program I am not satisfied that I have in fact received any at all".
 - No. "In 1983 I was a clerical assistant for twelve months. In 1984 I am a technical assistant, but I am still doing clerical assistant work

- No. "The training program has not been given to me, and I feel I have not been trained to do anything other than normal labour work".

Question 10 asked "Have you been subject to racism by other employees?"

100% of the trainees answered no to this question.

There was a comment made by one of the trainees that "No. Not really but it's always there."

Question 11 "Have you been approached by your department offering full-time employment?"

Only three (23%) of the trainees answered yes to this question.

Comments made were:-

1. "I feel that I have not been trained in any skills that I did not already have and I have not added to their skills through the service.
In fact I think that I have been used by the Service and have not been offered a permanent position with N.P.W.S."
2. "Would like permanent employment".
3. "N.E.S.A. should become more involved with all N.E.S.A. trainees progress throughout their training program".
4. "I would like to know how I would get a permanent job with the service".
5. "I have not got a schedule for my duties and haven't been doing much Technical assistance duties. Why should I do clerical assistance work when I am a technical assistant?"
6. "I would have like to be involved in other work like welding, carpentry etc., but I have just been used to do normal duty work. Other parks workers are allowed to do courses but N.E.S.A. trainees are not."
7. "Not sure of a permanent job and am looking for another, and N.E.S.A. are not happy when you leave a N.E.S.A. scheme to seek permanency in work for yourself."

8. "I think that it is a waste of N.E.S.A. funds to employ people in certain positions to get those skills and then find out at the end of the period that there is no permanent position."

CASE STUDY NO. 1

Part 3

PERMANENT ABORIGINAL STAFF

Out of the seventeen permanently employed Aboriginal staff members we were only able to survey nine employees. (See questionnaire appendix E)
The information is as follows:-

-	M	F	TOTAL
	7	2	9

- out of the nine employees surveyed, five were former N.E.S.A. trainees.
- positions held include Senior Sites Officer and Liason Officer and Park Rangers.

Question 5 Do you feel disadvantaged in your organisation because you are Aboriginal?

Result: of the nine surveyed, seven answered yes.

Aboriginals who answered "yes" also had the following comments:-

1. "Goals are usually set for Aborigines without full consultation".
2. "Aboriginal issues concerning N.P.W.S. one of low priority".
3. Yes. "Because of the direct and indirect discrimination by ignorant non-Aboriginal colleagues who by their own actions and comments feel that Aboriginals should not/cannot hold senior positions in this development".
4. "I have responsibility to advise the service on Aboriginal issues, but this advice is not always taken into consideration".
5. "Entitlements" (we are not sure what was meant by this).
6. "The bosses won't let you get ahead. Not only due to the education you already have."
7. "In some certain situation - too difficult to put into writing."

Question 6 Have you been encouraged to attend training courses or seminars?

Yes = 8

No = 1

Courses mentioned include the following:-

- a. Sites School Courses
- b. Sites Protection and Management Course
- c. Letter, Submission and Report Writing Courses
- d. Site Recording Course
- e. Wildlife Management
- f. Assertiveness Courses etc....,

Aboriginal staff are encouraged to attend all courses that relate to their job.

Question 7 Have you been encouraged to apply for promotion since you joined the Department?

Yes = 7

No = 2

Comments made were:-

No "there has not been any available yet, that I am interested in".

Yes "not entirely encouraged but applied anyway".

"I have been trained in my position for two years (N.E.S.A.) and when senior position advertised the position were given to people from outside the service".

We also asked for any other general comments that the Aboriginal staff would like to make they are as follows:-

"The service should have a watchful eye on the service on how they do abuse the funding and employees".

"N.E.S.A. trainees within N.P.W.S. are not closely supervised and do not receive the proper training. No follow-up for permanent position for N.E.S.A. trainees".

It seems that about half of the Aboriginal employees we surveyed are not too happy with the way their training is being supervised. We suggest that this department discusses this matter with their trainees and with N.E.S.A. program

administrators. Perhaps the Department could employ an Aboriginal Liason Officer with whom the Aboriginal staff can identify to improve communications and training in the Department.

We thank this department for taking part in our case study and hope that future liason with the Aboriginal employees will improve.

CASE STUDY NO. 2

Part 1

HEALTH DEPARTMENT

The Health Department is a vitally important service for everybody. It is particularly important for working class families who through poorer diet, more physically demanding and sometimes more dangerous work as well as having less of the comforts that wealth can bring, and in this Aboriginals are no exception. It is important that health care deliveries and professionals are also Aboriginals so that our people are not met with the discrimination and neglect that has typified health care deliveries since the white invasion.

It is heartening to see that the Health Department has begun a program of Aboriginal recruitment and training. Recruitment is on a regional level and so we decided to survey both the EEO Co-ordinator at Head Office and the Aboriginal employees and trainees on the South Coast.

We would like to mention here how helpful and open the Aboriginal staff were and how we enjoyed exchanging information with them.

What follows are the data from our survey:

Part 2 RESULTS FROM INTERVIEW WITH EEO CO-ORDINATOR

Through an interview with the EEO Co-ordinator of this department 9/7/84 we were given the following information:-

- Department has identified specific positions for Aborigines
- Department is a significant employer of Aboriginal people
- Department are using a variety of training schemes available, for example, N.E.S.A., A.A.T.S., A.C.A.T.S.
- Department has training schemes that encourage to apply for positions
- There is a non-Aboriginal employee who has been with the Department at least 4-5 years who deals specifically with the Aborigines problems
- The Department claims it has not faced a situation where an Aboriginal employee has left because of discrimination, though Aboriginals have left the department in the past

Comment

It would be better if the Department had a senior Aboriginal officer with whom Aboriginals could liase about any problems they face. Aboriginals may have left the department because of problems they were unable to work through because of an inadequate Aboriginal support structure.

Part 3

N.E.S.A. TRAINEES

As we were only able to speak to the Aboriginal staff on the South Coast there were only three N.E.S.A. trainees. Here follows their results and comments:-

Q1. Sex M F
 1 2

Q2. How long have you been employed within the organisation?

A2. 21 months 1
 7 months 2

Q3. Is your training program set out in writing?

yes no
 0 3

Q4. Do you have a copy of your training program?

yes no
 0 3

Q5. What is the position held by you with the organisation?

A5. Temporary Clerical Assistant 1
 Aboriginal Health Worker 2

Q6. Are you satisfied with your training? Please comment.

A6. "I trained as a N.E.S.A. for first 12 months, since then I have been temporary. I have been very happy working".

"Yes. Gives me an opportunity to liase with other organisation and to communicate more with the Aboriginal community".

"Yes"

Q7. What specific training skills will you gain during your training?

A7. "Health skills, first aid course, Counselling". 1

"Communication between Aboriginal health and various other government departments/filing/office skills". 1

One did not answer this question.

Q8. Have you been subject to racism by other employees?

yes no

1 2

Q9. Have you been approached by your department offering you full-time employment?

yes no

0 3

Any other comments:-

"Aboriginal health is important throughout the community. Specially for Aboriginal people to break down some of the barriers they have".

"I feel for the amount of time and effort we should be paid a more basic wage".

"For last eight months I have been training as a temporary and I don't get any sick days or holiday pay if I take a day off. I don't get paid yet (casuals CEP) get this benefit

I fail to see why a position is not made as the Aboriginal and white staff have said they needed me here".

Part 4

PERMANENT EMPLOYEES

On the South Coast there were also only three permanent Aboriginal staff members. Here is their responses to our questionnaire.

Q1. sex M F

0 3

Q2. Were you previously a N.E.S.A. trainee before you became permanent?

yes no

1 2

Q3. If you were not a N.E.S.A. trainee before, how did you find out about the position?

A3. "advertised in local paper" 1
 "by word of mouth" 1

Q4. What is your job classification and if known current salary?

A4. "Aboriginal Health Worker".
 "Aboriginal Community Health Worker salary is about \$16,000 per year".
 "Aboriginal Community Health Worker".

Q5. Do you feel you are disadvantaged in your organisation because you are Aboriginal?

yes no
 0 3

Q6. Have you been encouraged to attend any training courses or seminars?

yes no
 3 0

Courses and seminars include?

- Basic Health come
- Literacy and Numeracy courses
- Assertive Training Skills
- First Aid
- Post Basic Health Course
- Counselling Courses

Q7. Have you been encouraged to apply for a promotion since you joined the department?

yes no
 1 2

Q8. Any other comments?

"Personally I feel there is no discrimination in our Department - I feel we should at all times have an Aboriginal receptionist at the front desk. The Aboriginal health workers wage should be increased to equal the same as other Aboriginal community workers in other departments".

"I feel we as Aboriginal Health Workers are under paid in this job. We suffer a lot of stress, our people have so many problems, they are then laid on us to try and solve, I feel we should be paid the same as the workers in other departments".

"Work too hard for too little money".

CASE STUDY NO. 3Part 1 TECHNICAL AND FURTHER EDUCATION (TAFE)

Given the educational neglect suffered by our people, TAFE serves a vital role in providing access to education and training.

It is heartening to see that TAFE has begun to address its responsibility in this area, but much more needs to be done.

For our third case study we surveyed TAFE's former and presently acting EEO Co-ordinator and Aboriginal employees and trainees at head office and present the results of our survey.

Part 2 INTERVIEW WITH THE EEO CO-ORDINATOR

An interview with the former and presently acting EEO Co-ordinator on 9/7/84 provided the following information:-

- There are problems getting Aboriginal teachers
- TAFE developing a course updating academic skills to produce teachers and job permanency
- There are identified positions within TAFE for Aborigines
- Most positions have been filled by males. Only recent positions have been filled out by females
- Aboriginal employees group have own network and support system to see that the Aboriginal needs are met
- All problems concerning racism to Aboriginal staff by non-Aboriginal staff are dealt with harshly by Department
- Philosophically speaking the department has a numerical target for Aboriginal employment, although no target has been filled
- The department will increase the number of identified positions for Aborigines. One to be located in the Personnel Officers unit to control all special employment programs

Part 3

THE N.E.S.A. TRAINEES

At the time of the survey there was only one Aboriginal N.E.S.A. trainee at head office. We now present the reply.

Q1. sex M F
 1 0

Q2. How long have you been employed within this organisation?

A2. 2 weeks.

Q3. Is your training program set out in writing?

yes no
 0 1

Q4. Do you have a copy of your training program?

yes no
 0 1

Q5. What is the position held by you within the organisation?

A5. "Clerical Assistant/Office Worker".

Q6. Are you satisfied with your training? Please comment.

A6. "No. The responsible person was never genuinely interested or attentive, therefore how could I learn anything over a short period. It left me disinterested, lose what humour I had but my interest".

Q7. Who is responsible for your training?

A7. The name of the person responsible for training was given. But we will not publish the name.

Q8. What specific training skills will you gain during your training?

A8. "Office and clerical experience, office outlay and procedures, filing/photocopying/subject requirements procedures.

Q9. Have you been subject to racism by other employees?

yes no
 - 1

Q10. Have you been approached by your department offering you full-time employment?

yes no

- 1

Any other comments?

"The training period was not sufficient or presented in affect of learning exactly the requirements I could understand".

Part 4

ABORIGINAL PERMANENT EMPLOYEES

From the four Aboriginal permanent staff members at Head Office we were able to accumulate the following data:-

Q1. sex M F
3 1

Q2. Were you previously a N.E.S.A. trainee before you became permanent?
yes no
2 2

Q3. If you were not a N.E.S.A. trainee before, how did you find out about the position?

A3. "Papers and public service notices".
"Public service notices, press, word of mouth".

Q4. What is your job classification and if known, current salary?

A4. "Aboriginal Liason Officer \$20,950 App."
"Aboriginal Liason Officer \$21,000 "
"N.E.S.A. Clerical Assistant \$ 7.36 per hour".
"Assistant Co-ordinator - Courses and Liason".

Q5. Do you feel you are disadvantaged in your organisation because you are Aboriginal?

yes no

1 2

One trainee answered by saying: "Depends in what respect I apply this".

Q6. Have you been encouraged to attend any training courses or seminars?

yes no

4 0

These include:- "Staff development and typing courses"

"Staff development activities organised through TAFE"

"Staff selection techniques, staff supervision

Aboriginal liason officers and the TAFE Bureacracy"

Q7. Have you been encouraged to apply for a promotion since you joined the department?

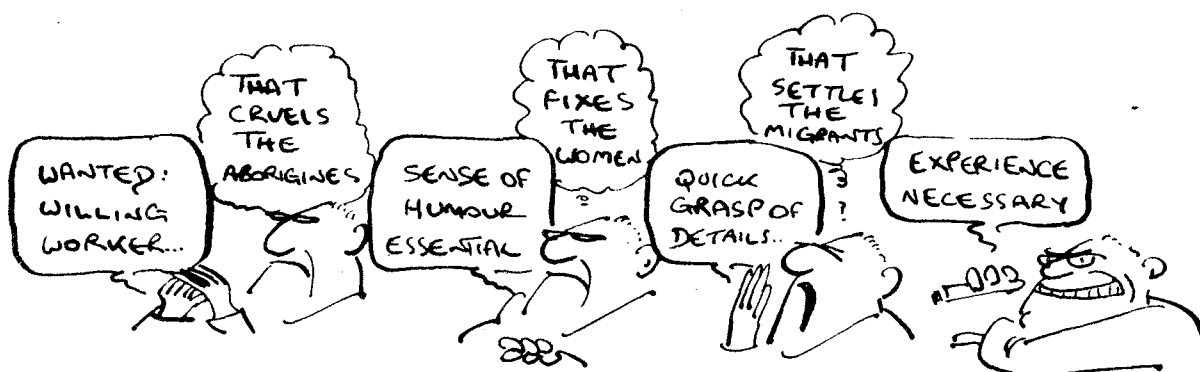
yes no

1 3

No other comments were made by staff members.

CHAPTER FIVE

"AN OVERVIEW"



* NOTE SOME MATERIAL FOR THIS CHAPTER WAS PROVIDED BY THE DEPARTMENT OF EQUAL OPPORTUNITY IN PUBLIC EMPLOYMENT AND APPEARS IN THE ANNUAL REPORT OF THE N.S.W. ANTI-DISCRIMINATION BOARD, 1984.

The following two tables provide an overview of the consolidated situation of Aboriginal employment and training in the 79 Government departments and authorities.

Table 1 shows:

- (a) The total of 1,515 Aborigines (includes permanent and CEP, Wage Pause, NESA, etc.) constitutes only .6% of all 241,991 employees in the 79 organisations as listed. If there were 2% of the Public Service Aboriginal, then there would be 4,839 Aboriginal employees.
- (b) The total of 982 permanent Aboriginal employees constitutes, only .4% of all employees (this percentage drops to .25% if the State Rail Authority is excluded).
- (c) In only 4, or 5.1%, of the 79 Departments and Authorities, do Aborigines constitute at least 2% of the permanent workforce.
- (d) In only 14, or 17.7%, of Departments and Authorities, are there more than 1% of permanent staff who are Aboriginal.
- (e) In 22, or 27.8%, of the 79 Departments and Authorities, there are as yet no permanent Aboriginal employees. The Department of Agriculture could not provide data on whether it had Aboriginal permanent employees.
- (f) In 7, or 8.9%, of the 79 Departments and Authorities, there are Aboriginal trainees but as yet no Aboriginal permanent staff.
- (g) In 16 or 20.2% of the 79 Departments and Authorities, there are no Aboriginal permanent employees and no Aboriginal trainees.
- (h) The greater preference to Aboriginal men in employment and training is evident in this table. 84.1% of permanent Aboriginal employees are male and 65.9% of Aboriginal trainees are male.

TABLE 1: ABORIGINAL EMPLOYEES x EMPLOYMENT STATUS x SEX
RANKED - % OF ALL EMPLOYEES WHO ARE ABORIGINAL
AND PERMANENT
(DATA IS AT MID - 1984)

RANKING	DEPARTMENT/AUTHORITY	(a) Total Employees	ABORIGINAL EMPLOYEES				(d) Total Aboriginal Employees	% of total Employees who are Aboriginal - (d) as a % of (a)	% of total Employees who are Aboriginal and Permanent----- (b) as a % of (a)
			(b)		(c)				
			M	F	M	F			
1	Ministry of Aboriginal Affairs	13	2	6	1		9	69.2	61.5
2	Greyhound Racing Control Board	21		1			1	4.8	4.8
3	National Parks and Wildlife	560	10	7	11	2	30	5.4	3.
4	NSW Fish Marketing Authority	101	2			1	3	3.	2.
5	Water Resources Commission	2450	39	3	5	2	49	2.	1.7
6	Grain Handling Authority	941	14				14	1.5	1.5
6	State Superannuation Board	200	2	1			3	1.5	1.5
8	Zoological Parks Board	166	1	1	4	2	8	4.8	1.2
9	Ministry of Transport	89		1		1	2	2.2	1.1
9	Valuer Generals	467	1	4		5	10	2.1	1.1
9	State Rail Authority	41000	470***		27	3	500	1.2	1.1
9	Builders' Licensing Board	187	2				2	1.1	1.1
13	Public Service Board	390	3	1	2	1	7	1.8	1.
13	Housing Commission	1437	8	6	1	8	23	1.6	1.
15	Forestry Commission	2082	17		29	6	52	2.5	.8
15	Consumer Affairs	360	1	2			3	.8	.8
15	Police Department	1574	2	7			9	.8	.8
15	Broken Hill Water Board	129	1				1	.8	.8
19	Public Authorities								
	Superannuation Board	150		1			1	.7	.7
19	Department of Main Roads	9604	72		1	1	74	.8	.7
19	NSW State Lotteries	414		3			3	.7	.7
22	Soil Conservation Service	763	5		23	3	31	4.1	.6
22	Corporate Affairs Commission	500	1	2			3	.6	.6
24	Youth and Community Services	2600	5	8	12	16	41	1.6	.5
24	Workers' Compensation Commission	186	1				1	.5	.5
24	Government Supply (Exc. Cleaning Service)	992	4	1			5	.5	.5

118

RANKING	DEPARTMENT/AUTHORITY	(a) Total Employees	ABORIGINAL EMPLOYEES				(d) Total Aboriginal Employees	% of total Employees who are Aboriginal - (d) as a % of (a)	% of total Employees who are Aboriginal and Permanent - (b) as a % of (a)
			Permanent		Trainees*				
			(b) M	F	(c) M	F			
27	Industrial Development and Decentralisation	235		1	9	5	15	6.4	.4
27	MWS & DB	12948	43	4	13		60	.5	.4
27	State Pollution Control Commission	250	1				1	.4	.4
27	Environment and Planning	497		2		1	3	.6	.4
27	Treasury	250	1				1	.4	.4
32	Magistrates Courts	1057	2	1	3	23	29	2.7	.3
32	Health	15000	14	30	18	32	94	.6	.3
32	Maritime Services Board	3327	8	2	8	1	19	.6	.3
32	Public Trust Office	318		1			1	.3	.3
32	Board of Fire Commissioners	2633	7		1		8	.3	.3
37	Leisure Sport and Tourism	450	1		2	3	6	1.3	.2
37	Premier's Department	1900	3	1	8	3	15	.8	.2
37	Government Printing Office	976	1	1		1	3	.3	.2
37	Corrective Services	2600	3	2	2		7	.3	.2
37	Hunter District Water Board	1560	3			2	5	.3	.2
37	NSW Police Force	10000	20	5			25	.2	.2
37	Totalizator Agency Board	428		1			1	.2	.2
37	Mineral Resources	450	1				1	.2	.2
45	Education Department (Public Service)	11500	5	9	66	26	106****	.9	.1
45	Lands Department	1800	1	1	1	1	4	.2	.1
45	TAFE	18000	18	6	6	8	38	.2	.1
45	Attorney General	1380	1	1		1	3	.2	.1
45	GIO	1600	1			1	2	.1	.1
45	Motor Transport	2600		2	1	1	4	.1	.1
51	NSW Teaching Service	45000	17	26			43	.09	.09
51	Industrial Relations	1100	1				1	.09	.09
53	Urban Transit Authority	6613	3	2			5	.07	.07
54	Electricity Commission	10979	7		2	1	10	.09	.06

119

RANKING	DEPARTMENT/AUTHORITY	(a) Total Employees	ABORIGINAL EMPLOYEES				(d) Total Aboriginal Employees	% of total Employees who are Aboriginal - (d) as a % of (a)	% of total Employees who are Aboriginal and Permanent - (b) as a % of (a)
			Permanent		Trainees*				
			(b)		(c)				
			M	F	M	F			
55	State Bank	5000	1	1			2	.04	.04
56	Public Works	6300		2	30	3	35	.5	.03
57	State Emergency Services	97				3	3	3.	-
57	Agriculture	3128	**		62	12	74	2.4	-
57	Ministry of Police and Emergency Services	67				1	1	1.5	-
57	Land Commission	100			1		1	1	-
57	Energy Authority	240			1		1	.4	-
57	Office of Minister for Education	950				2	2	.2	-
57	Homebush Abattoir	588			1		1	.2	-
64	State Dockyard	480					0		
64	Co-operative Societies	70					0		
64	Central Mapping Authority	330					0		
64	NSW Dairy Corporation	200					0		
64	Legal Service Commission	167					0		
64	NSW Superannuation Office	55					0		
64	Trotting Authority of NSW	36					0		
64	NSW Meat Industry Authority	17					0		
64	Auditor General	195					0		
64	Finance	712					0		
64	State Electoral Office	28					0		
64	Sydney Cove Redevelopment Authority	34					0		
64	Local Government	118					0		
64	Sydney Farm Produce Authority	113					0		
64	Ombudsman's Office	61					0		
64	Metropolitan Waste Disposal Authority	78					0		
TOTAL		241991	826	156	351	182	1515		

120

RANKING	DEPARTMENT/AUTHORITY	ABORIGINAL EMPLOYEES							
		(a) Total Employees	Permanent		Trainees*		(d) Total Aboriginal Employees	% of total Employees who are Aboriginal - (d) as a % of (a)	% of total Employee who are Aboriginal and Permanent - (b) as a % of (a)
			(b)	(c)	(c)				
						M			

* Excludes AACTS, Includes NESA, Wage Pause, LYES, CEP and TAP. (See Table 2)

** No statistics kept on permanent Aboriginal Employees. Includes 51 Aboriginal Trainees not separated on a sex basis - included with males.

*** Estimate based on current data. Figure not separated on a sex basis - included with males.

**** Includes 49 Aboriginal Trainees (CEP) not separated on a sex basis - included with males.

Table 2 shows:

- (a) 308 Aborigines (161 males and 147 females) are employed under the NESA scheme. Not all of these trainees will be given permanent employment in the public service.
- (b) 23 Aborigines (10 males and 13 females) are employed under the AACTS/ACATS schemes. These are permanent employees of the N.S.W. Public Service. These figures may be a slight underestimation, though they are taken directly from EEO Co-ordinators questionnaires. Subsequent information from the N.S.W. Public Service Board indicates that six AACTS and thirty three ACATS trainees began in early 1984, though some ten have left the scheme during the year, leaving a figure of twenty nine.
- (c) 230 Aborigines are employed under 'Other' General Schemes - CEP, Wage Pause, etc. (accurate sex breakdown not available). Virtually all of these Aboriginal staff will, or have, become unemployed at the end of their training. What is clear from these figures is that much Aboriginal "training" does not lead to permanent positions. As Chris King, Project Officer (Aboriginal Employment), N.S.W. Public Service Board, has observed in his Report to the N.S.W. Public Service Board on AACTS and ACATS Orientation Program:

... "The history of training for employment for Aborigines has been nothing but disastrous. Employment training programs and schemes from the earliest days have been of greatest benefit to non-Aborigines and have produced few lasting benefits for Aborigines themselves or their communities. From the "apprenticeship" system under the now defunct Aborigines Protection Board to current Commonwealth Government's NESA scheme, the Aboriginal community experience has been less than satisfactory, if viewed from an Aboriginal perspective. This experience perceives "training for employment" as ranging from virtual slavery as in the past to merely the provision of temporary employment as occurs today.

Aboriginal communities today are currently suffering from generational unemployment and what this means for the individual back in his/her community is that unemployment is the norm rather than the exception. Within communities there are people who have undergone the old "apprenticeship" system and other more recent forms of employment training programs which were usually imposed upon Aborigines without consultation. Consequently Aboriginal attitudes towards employment and employment training programs have been prescribed by these experiences of the distant recent past.

As a result consciously or unconsciously Aborigines have established a set of expectations regarding "training for employment". These may include the following: training only provides temporary or "busy" work; training is required because Aborigines lack formal education requirements to get "real" jobs; trainees are not "real employees of the employing organisation and have little or nothing to contribute; trainees should not "rock the boat" otherwise they will be unemployed again; training does not necessarily lead to full-time permanent employment on completion of the training period; training organisations only use Aborigines to get extra money out of the Government; training produces few lasting benefits for the individual and his/her community. In short, "training for employment" is just another form of handout.

For Aborigines the term "training for employment" therefore has many negative connotations and the resultant attitudes are long and deeply entrenched. Consequently irrespective of the reasons organisations such as the Board may have for introducing employment training programs for Aborigines, cognizance must be taken of this Aboriginal experience and perception of employment training programs and appropriate multipronged strategies adopted to help break down the deeply ingrained suspicions Aborigines hold regarding "employment training". Thereby hangs the fate of any such programs..."

TABLE 2: ABORIGINAL TRAINEES x TRAINING SCHEMES x SEX (Unranked)
(DATA AS AT MID 1984)

	NESA			AACTS/ACATS			Other General Schemes - Wage Pause, CEP, TAP YES.		
	M	F	Total	M	F	Total	M	F	Total
Ministry of Aboriginal Affairs	1		1						
Industrial Development and Decentralisation							9	5	14
NSW Fish Marketing Authority	1		1						
Forestry Commission	1	1	2				28	5	33
Soil Conservation Service	4	2	6				19	1	20
Ministry of Transport					1	1		1	1
Valuer Generals		5	5		1	1	2		2
State Rail Authority	10	1	11				17	2	19
Housing Commission	1	1	2					7	7
State Superannuation Board				1		1			
Youth and Community Services	10	13	23				2	3	5
National Parks and Wildlife	9	4	13						
Land Commission							1		1
NSW State Lotteries					1	1		1	1
Environment and Planning		1	1						
Health	18	32	50						
Corporate Affairs Commission				1	1	2			
Maritime Services Board	8	1	9						
Energy Authority	1		1						
Premier's Department	1	1	2				7	2	9
Magistrates Courts	3	23	26						
Treasury				1		1			
Government Printing Office		1	1						
Corrective Services	2		2						

TABLE 2 (Cont'd)

	NESA			AACTS/ACATS			Other General Schemes - Wage Pause, CEP, TAP YES.		
	M	F	Total	M	F	Total	M	F	Total
Police Department				1	2	3			
WS & DB	6		6				7		7
Hunter District Water Board		2	2						
Consumer Affairs				1	1	2			
Ministry of Police and Emergency Services	1	1	2						
Office of Minister for Education		1	1				1		1
Homebush Abattoir	1		1						
GIO					1	1			
Board of Fire Commissioners	1		1						
Motor Transport	1	1	2		2	2			
TAFE	6	8	14						
Industrial Relations				1		1			
Electricity Commission	2	1	3						
State Bank							1	1	2
State Emergency Services								3	3
Public Service Board	2	1	3	1		1			
Lands Department	1	1	2						
Zoological Parks Board	4	2	6						
Public Works	30	2	32					1	1
Leisure Sport and Tourism	2	3	5	1		1			
Water Resources Commission	5	2	7						
Agriculture	11	12	23						
Main Roads	1	1	2				51*		51
Attorney General		1	1						

TABLE 2 (Cont'd)

	NESA			AACTS/ACATS			Other General Schemes - Wage Pause, CEP, TAP YES.		
	M	F	Total	M	F	Total	M	F	Total
Education Department (Public Service)	17	22	39	2	3	5	49*	4	53
TOTALS	161	147	308	10	13	23	193	37	230

* Not separated on a sex basis

** Not separated on a sex basis (49 CEP)

NESA: National Employment Scheme for Aborigines.

AACTS/ACATS: Aboriginal Administrative and Clerical Training Scheme /
Aboriginal Clerical Assistant Training Scheme.

D.E.O.P.E. Initiatives:

Aboriginal employment programs in 1983/84 were supported by two initiatives of the Office of the Director of Equal Opportunity in Public Employment:

- i) EEO training for Aboriginal staff by the Office of the Director of Equal Employment Opportunity in Public Employment
- ii) Formation of the Warrigal Support Group

EEO Training

During the year the Office of the Director of Equal Opportunity in Public Employment conducted five "EEO and Aborigines" seminars for Aboriginal employees. Two of these seminars were held in the country, attracting forty participants. The remainder were held in Sydney attracting fifty participants.

The seminars were designed to enhance self confidence, promote communication skills and to foster the establishment of support networks. Background information on EEO was also provided to assist participants in speaking effectively on EEO issues from an informed Aboriginal perspective.

Warrigal Support Group

A significant outcome of the "EEO and Aborigines" seminars was the formation of a support network known as the Warrigal Support Group. The Warrigal people were a tribe of northern New South Wales who fought hard to support one another to retain their cultural identity. The word was selected to indicate mutual support for the Aboriginal community. A series of meetings with interested Aboriginal employees resulted in the establishment of an executive which then formulated the following objectives:

- 1. to give support to Aborigines in the state public service,
- 2. to assist relevant personnel in government organisations to communicate more effectively with Aboriginal staff,
- 3. to help provide detailed information to Aboriginal staff on EEO policies, leave and superannuation entitlements, and other conditions of service,
- 4. to be "on call" for Aboriginal staff who may be having difficulties in the workplace.

Information about the group was forwarded to heads of all departments and statutory authorities, and the Office conducted a meeting between the group's executive and members of the executive of the EEO Co-ordinators Group to discuss ways of linking the support group with EEO Co-ordinators.

To assist the Warrigal Support Group in setting up an information network between Aboriginal employees across the service, the Office of the Director will employ two Aboriginal Counsellors under the Community Employment Programme.

The Aborigines selected for these positions will also provide a counselling and advisory service to Aborigines and EEO Co-ordinators and will prepare guidelines for departments and authorities on how to implement their EEO strategies for Aborigines effectively.

The Warrigal Support Group can be contacted via Gullama, the Community Welfare Office in Redfern, Sydney (run by Youth and Community Services) Tel: (02) 698-4122.

STOP PRESS

The following information was received subsequent to our survey and forms part of the 1984 Anti-Discrimination Board Annual Report:

Soil Conservation Service: 13 NESA trainees employed during the year and continuation in training of three Aboriginal apprentices employed under the scheme.

Department of the Attorney General: to place 12 NESA trainees in base grade Sherriff's Officer positions in four regional country offices.

Builders Licensing Board: a NESA trainee gained permanent employment following completion of training period.

Government Supply Department: three former NESA trainees have become permanent officers.

Department of Lands: two NESA trainees have been permanently appointed. One clerk has been appointed under the Aboriginal Administrative and Clerical Training Scheme (ACTS).

Maritime Services Board: five previous NESA trainees have been permanently appointed.

State Rail Authority: 16 station assistants appointed under NESA, to become permanent after 6 months probation.

Valuer-General's Department: one NESA trainee became permanent during the year.

Water Resources Commission: four NESA trainees appointed to permanent positions.

Housing Commission: one NESA trainee permanently appointed.

Totalizator Agency Board: one NESA trainee appointed to permanent position and recently promoted to higher position.

Energy Authority: one NESA trainee permanently appointed.

Premier's Department: one ACTS trainee permanently appointed.

Magistrates Courts Administration: one NESA trainee permanently appointed; twenty six NESA trainees yet to complete training.

Government Printing Office: one NESA trainee permanently appointed."

CHAPTER SIX

N.S.W. GOVERNMENT INCLUDING COMMONWEALTH FUNDED
ABORIGINAL EMPLOYMENT AND TRAINING SCHEMES

INTRODUCTION

The following documentation from the N.S.W. Public Service Board gives a brief overview of schemes that are available to departments and authorities that wish to increase their level of Aboriginal employment and training.

We also include extracts from the N.S.W. Public Service Board Personnel Management Guidelines that provide relevant policy statements and outline the role of the N.S.W. Public Service Board.

What follows are:

- a) National Employment Strategy for Aborigines: (Memo to all Ministers from Premier Neville Wran, 23rd March 1979.)
- b) A list of initiatives to increase Aboriginal Employment in the NSW Public Service
- c) Aboriginal Clerical Assistant Scheme - 1985
- d) Aboriginal Clerk Scheme - 1985
- e) Aboriginal Tertiary Training Scheme
- f) Public Service Board of NSW, Aboriginal Employment and Training: Personnel Management Guidelines (April, 1982)
 - i) Policy Statement
 - ii) Role of the Public Service Board
 - iii) Meaning of the term Aborigine
 - iv) Identification of positions
 - v) National Employment Strategy for Aborigines: Introduction

Attention is also drawn to the following series from the Director of Equal Opportunity in Public Employment:

- No. 1 Guidelines for the Development of Equal Employment Opportunity Management Plans (January 1981)
- No. 2 Guidelines for the Development of Equal Employment Opportunity Management Plans: Sample Objectives and Strategies (July 1981)
- No. 4 Guidelines for Monitoring EEO Training and Staff Development Activities in Departments and Authorities (February 1984)

[Extracts of actual sample strategies (from Vol 2) to recruit Aboriginal employees appear in this Report from p.166 onwards].

a)



Premier of New South Wales

78/3506.

C-6

23rd March, 1979.

Dear

National Employment Strategy for Aborigines

(Memo to all Ministers)

I am writing to you regarding the National Employment Strategy for Aborigines which has been initiated by the Commonwealth Government and with which this State is co-operating. There are two main parts to this strategy, the first of which is the identification by Departments of positions where Aboriginality would be a useful quality. I will approach you concerning this part of the strategy in the near future. The second part for which I seek your co-operation now is the identification of training opportunities within Departments and Statutory Authorities under your administration.

The Commonwealth Government is seeking training opportunities for Aborigines with Government Departments and Authorities for which, in turn, they are prepared to reimburse 100% of the salary as well as on-costs incurred in the provision of the training. Such on-costs would include payroll tax and Workers' Compensation as well as any costs incurred in supervising or equipping the trainee. The training need not necessarily lead to certification and can be for any period of time from a few months up to a couple of years. The Department or Authority providing the training has no responsibility to provide employment for the trainee at the successful completion of the training period, although it is expected that these people would receive favourable consideration if vacancies do arise. For the duration of the training the trainees are to be considered as Ministerial appointees.

In order to allow departments to provide these training opportunities, I have notified the Public Service Board that any Aboriginal trainees taken on under this scheme may be supernumerary to staff establishments and need not be considered in the maintenance of staff ceiling levels.

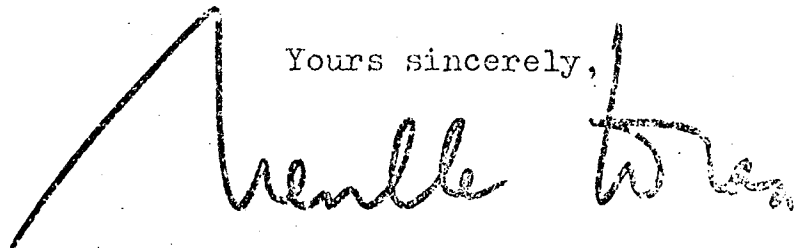
Mr. Frank Hay, Director, Aboriginal Employment Section of the Commonwealth Department of Employment and Youth Affairs will write to Departments and Authorities within your administration in the near future seeking to discuss training opportunities. I would be grateful if you would ask the Departments and Authorities concerned to co-operate fully with Mr. Hay.

It is desired that the Public Service Board be informed of all trainees employed by both Public Service Departments, and Statutory Bodies, and the

type and extent of training being offered, so that a record can be kept by the Job Opportunities Division.

If your administration encounters any problems, contact might be made with Dr. J. Ward of the Aboriginal Team in the Premier's Department (telephone 270.5098) or Mr. J. Goddard, Director, Job Opportunities Division of the Public Service Board (telephone 20562 Ext. 209).

Yours sincerely,

A large, stylized handwritten signature in dark ink, appearing to read 'Henkle to res', is written over the typed name 'Premier'.

Premier.

b)

INITIATIVES TO INCREASE ABORIGINAL EMPLOYMENT
IN THE NSW PUBLIC SERVICE

I. Project Officer (Aboriginal Employment)

In January 1981, the Board recruited an Aborigine to the position of Advisory Officer (Aboriginal Employment). This position has since been upgraded to that of Project Officer (Aboriginal Employment). The duties of this position include the formulation of policy in the area of Aboriginal employment and liaison with Aboriginal organisations and community groups with the aim of increasing the level of Aboriginal employment in Government Administration.

2. Surveys of Aborigines employed in Government Administration

In June 1979, the first survey was undertaken of Aborigines employed in Government Administration. The second survey was conducted as at 31 July, 1981, and a third survey [was] conducted as at 29 July, 1983. The three surveys have formed part of the Report under S.109 of the Public Service Act made to the Premier at least once a year. These surveys highlight the effectiveness or otherwise of Board policies in increasing the number of Aborigines in employment and as well depict what is happening in Departments and Declared Authorities generally.

3. Guidelines on Aboriginal Employment and Training

In November 1980 the Board issued a policy statement and Guidelines on Aboriginal Employment and Training. These guidelines were extensively reviewed in 1982 and re-issued. [Extracts from the Guidelines appear later in this chapter]. The guidelines provide detailed information on how Government organisations should participate in the National Employment Strategy for Aborigines both in relation to the Identification of Positions and the NESA scheme. They also provide advice on career counselling/staff development and selection interviewing.

4. Waiving of the Requirement for NESA Trainees to sit the Clerical Assistants Entrance Examination

In May 1980 the Board announced its decision to waive any requirement to sit for the Public Service Clerical Assistants Entrance Examination for those Aborigines employed as NESA trainees in Government Departments subject to the following criteria being met:-

- (a) The occurrence of suitable Clerical Assistant vacancies;
- (b) satisfactory service during the training period;
- (c) a strong recommendation from the Department that the trainee be offered employment as a Clerical Assistant.

5. Waiving of the Requirement for the Advertising of Positions under Section 71 of the Public Service Act

The Board has approved of the waiving of the advertising requirement under Section 71 of the Public Service Act in certain cases to enable the appointment of NESA trainees to positions in various categories at the base grade subject to the person meeting the qualifications for the position in question.

6. Aboriginal Schemes for Appointment to the NSW Public Service

For details of these schemes, see the following sections of Chapter Six:

- (c) Aboriginal Clerical Assistant Scheme
- (d) Aboriginal Clerk Scheme
- (e) Aboriginal Tertiary Training Scheme

7. Courses for Aborigines accepted for Clerical Entrance

In order to improve opportunities for Aborigines to gain entry to Public Service employment as Clerks, the following courses have been reviewed and the graduates accepted for entry to the Board's Aboriginal Clerk Scheme and deemed eligible to sit the Clerical Entrance Examination:-

- 1. Tranby Aboriginal Co-operative College -
Courses in Business Studies and General Studies
- 2. University of Sydney, Department of Adult Education -
Aboriginal Teachers' Aide Training Programme -
Completion of Term III (Internal Course).
- 3. Darwin Community College -
Certificate of General Studies for Aborigines at A-level.

8. Other Qualifications for Clerical Entrance

In March 1981 the Public Service Board approved a policy affecting the appointment and upward mobility of staff lacking educational qualifications. Officers or employees who have not acquired the necessary qualifications for the Clerical Entrance Examination (i.e. HSC at a prescribed level or equivalent) are eligible to sit for Clerical Entrance Examination if they are:

- (a) at least 25 years of age;
- (b) have a minimum of 3 years' satisfactory service in the NSW Public Service.

Their subsequent appointment on being reached on the eligibility list is dependent on their employing Department recommending their appointment as a Clerk, General Scale.

This policy was a positive initiative for many people educationally disadvantaged, including Aborigines.

9. Aboriginal Candidates - Clerk and Clerical Assistant Entrance Examinations

Candidates at the Clerical Assistants Entrance Examination and Clerical Entrance Examination are given the opportunity to complete a voluntary equal employment opportunity questionnaire. This questionnaire asks for information on a number of factors including racial origin. Those candidates who identify themselves as Aborigines or Torres Strait Islanders are identified on eligibility lists and should Departments seek to appoint an Aborigine to an identified General Scale position, placement from the eligibility lists can be readily effected. Further, the Board has specifically encouraged the placement of those identified Aborigines who have successfully attempted the Clerical Entrance Examination.

10. Recruitment Literature

Recruitment literature carries the Board's statement of policy regarding equality of employment opportunity. This series of recruitment pamphlets displays the Board's "people" logo. This logo depicts Aborigines, women and disabled people as further encouragement to these groups.

11. Aboriginal Case Workers - Appointment

Following a request for the granting of appointment to Aboriginal Case Workers from the Minister for Youth and Community Services, the Premier referred the matter of eligibility for appointment to the Public Service Board for its consideration and advice.

Subsequently the Premier advised the Minister for Youth and Community Services on 17 August, 1981, of his approval for existing Aboriginal Case Workers to be deemed as eligible for appointment, provided they had completed 12 months satisfactory service after the initial training period.

12. Aboriginal Trainee Rangers - National Parks and Wildlife

A four-year Trainee Ranger Programme to recruit Aborigines as trainee Rangers was proposed by the National Parks and Wildlife Service and approved by the Public Service Board.

Initially, five Aborigines have been employed for two years as trainee Rangers, with funding from the Commonwealth under the National Employment Strategy for Aborigines (NESA). At the end of the two years, they are appointed on probation as trainee Rangers. Concurrently, trainees are required to complete a Diploma Course in Park Management at the Riverina College of Advanced Education. Upon completion of the training programme and the Diploma Course, trainees will be appointed as Rangers.

13. Trainee Probation and Parole Officers - Corrective Services

Approval was given by the Board in 1980 to the recruitment of two trainee Aboriginal Probation and Parole Officers for the Department of Corrective Services. The educational requirement for these

positions was waived subject to the trainees attaining an acceptable standard during the training period.

Approval was given in 1983 for a further intake of Aboriginal trainees in this field.

14. Aboriginal Housing Liaison Officers - Housing Commission

The Board approved in June 1983 of the establishment of 8 positions of Aboriginal Housing Liaison Officer in the Housing Commission. The establishment of these 'identified' positions will greatly enhance the provision of housing services to Aborigines.

15. District Officers - Youth and Community Services

The Board [negotiated] with the Department of Youth and Community Services [to remove] the essential formal qualification, which were recognised in respect of the eligibility for appointment of District Officer. This initiative has opened up positions to Aborigines who are educationally disadvantaged but greatly needed in this service area.

PUBLIC SERVICE BOARD OF N.S.W.

ABORIGINAL CLERICAL ASSISTANT SCHEME - 1985

THE SCHEME

The Aboriginal Clerical Assistant Scheme (ACAS), is designed to train Aborigines and Torres Strait Islanders for clerical work in the NSW Public Service. Through on-the-job work experience and assistance as required, Aborigines and Torres Strait Islanders will gain experience in a range of clerical and other duties appropriate to positions as Clerical Assistants throughout the Service.

ELIGIBILITY

Any Aborigine or Torres Strait Islander from either inside or outside the Public Service is eligible to apply. All applications will be required to undertake a basic selection test in English and Arithmetic, which will be held in a number of city and country centres on Saturday, 8 December 1984.

FURTHER INFORMATION

Inquiries should be directed to Mr Chris King, Project Officer (Aboriginal Employment).

Public Service Board of NSW
47-53 Macquarie Street
SYDNEY NSW 2000

(or GPO Box 2 Sydney 2001)

Telephone (02) 230 3211 Extension 319.

PUBLIC SERVICE BOARD OF N.S.W.

ABORIGINAL CLERK SCHEME - 1985

THE SCHEME

The Aboriginal Clerk Scheme (ACS) is designed to train Aborigines and Torres Strait Islanders for clerical and administrative work in the Public Service. Through on-the-job work experience, and assistance as required, Aborigines and Torres Strait Islanders will gain experience in administrative and clerical positions which in the long term will allow them to seek positions at the middle and higher levels of administration in the New South Wales Public Service.

ELIGIBILITY

Aborigines and Torres Strait Islanders from inside and outside the Public Service can apply. Applicants must fulfil one of the following requirements:

- (a) Completion of the Higher School Certificate with a percentile ranking of greater than 30 percent or an equivalent qualification; or
- (b) Completion or part completion of an acceptable qualification at a University, College of Advanced Education or Technical College at degree, diploma, associate diploma or certificate level or equivalent; or
- (c) be officers or temporary employees currently employed in the N.S.W. Public Service and:
 - (i) be 25 years of age or over; and
 - (ii) have at least 3 years' satisfactory service in the N.S.W. Public Service, as at the closing date.

Applicants who apply under (c) above will be required to successfully undertake the N.S.W. Public Service Clerical Entrance Examination to qualify for entry into the Scheme. Final year students who will complete courses prior to February 1985 may also apply.

FURTHER INFORMATION

Inquiries should be directed to Mr Chris King, Project Officer (Aboriginal Employment).

Public Service Board of NSW
47-53 Macquarie Street
SYDNEY NSW 2000
(or GPO Box 2 Sydney 2001)
Telephone (02) 230 3211 Ext. 319

PUBLIC SERVICE BOARD OF NSW

ABORIGINAL TERTIARY TRAINING SCHEME -Outline of Programme for External ApplicantsTHE PROGRAMME

The Aboriginal Tertiary Training Scheme (ATTS) has been set up with the aim of increasing the representation of Aborigines in the professional ranks of New South Wales Government Administration. Under the scheme, formal training in tertiary education institutions will be complemented by temporary employment in Departments during long vacations. On successful completion of their course trainees will be eligible for appointment to permanent positions in the Departments in which they have had their training, provided their performance has been satisfactory. The scheme will operate in conjunction with the Commonwealth Department of Education and Youth Affairs' Aboriginal Study Grants Scheme.

ELIGIBILITY

Aborigines and Torres Strait Islanders are eligible to apply. Applicants must be enrolled in an approved full-time tertiary course and be in receipt of an Aboriginal Study Grant. Students in the final year of their course are not eligible to apply. The first period of training under the scheme will be the end 1984 long vacation.

TRAINING

The number of long vacation training periods available to a trainee will depend on the stage attained in the course (i.e. a person in year 1 of a four year course will have three training periods before entering the final year of the course; a person in year 2 of a three year course would have only one training period). Trainees will be expected to start work as temporary employees as soon as practicable after end of year examinations. If possible each long vacation training period should be for at least three months (for periods of less than three months there is no sick leave entitlement and service does not accrue for the purpose of calculating long service leave entitlement, if trainees are appointed at the completion of the traineeship).

Departments will be required to provide a work programme for trainees during long vacation training periods to complement

the trainee's professional development and to report on the trainee's progress to the Public Service Board on the completion of each period of vacation employment. Each Department will be requested to appoint a liaison officer as the point of contact with the Public Service Board and to be responsible for overseeing the trainee's work programme.



***personnel management
guidelines***

ABORIGINAL EMPLOYMENT

AND

TRAINING

Public Service Board of NSW

Issued April 1982.

POLICY STATEMENT

8. Equal Employment Opportunity (E.E.O.) is Government policy which the Public Service Board, Departments and Declared Authorities are all responsible for implementing.

9. The Public Service Board wishes to emphasise that this policy of Equal Employment Opportunity extends to the employment of Aborigines and includes Torres Strait Islanders. This means that Aboriginal women and men are entitled to fair and non-discriminatory consideration for all positions in the NSW Government for which they apply.

10. Aborigines should also receive every encouragement to participate in training courses and on-the-job training experiences. Where appropriate, special training courses or course segments should be devised to meet the particular needs of Aboriginal staff or trainees.

11. Further, Equal Employment Opportunity Management Plans, provided for under Anti-Discrimination legislation, are intended to foster greater representation of Aborigines and other minority groups in NSW Government Administration. In these Plans, Government Organisations should seek to identify other programs which could be introduced to further enhance Aboriginal employment in the Public Sector.

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ROLE OF THE PUBLIC SERVICE BOARD

12. The Personnel Division of the Board's Office is available to assist Departments and Declared Authorities on all matters related to Aboriginal employment. Such areas of assistance may include -

- . the recruitment of Aborigines to base grade and graded positions within Departments and Declared Authorities
- . advertising and filling of identified positions
- . career development for Aborigines
- . development and implementation of departmental E.E.O. initiatives which concern Aborigines
- . placement of NESA trainees.

Mr. Chris King, the Board's Project Officer, Aboriginal Employment, is available to assist Departments and Declared Authorities and to answer any enquiries regarding the employment and training of Aborigines. Mr. King can be contacted on 230 3211 extension 319.

MEANING OF THE TERM ABORIGINE

18. An "Aborigine" is a person of Aboriginal or Torres Strait Islander descent who identifies as an Aborigine or Islander and is accepted as such by the community with which he or she is associated. (Department of Aboriginal Affairs, 1972).

19. The individual's personal sense of identity and pride in being Aboriginal and identification with a particular Aboriginal community are important parts of Aboriginal lifestyle.

20. The term "Aborigine" is commonly used to include Torres Strait Islanders and is specifically so used in NSW Public Service employment policy. This is because Aborigines and Torres Strait Islanders are treated together in regard to Commonwealth administration of programs designed to benefit Aborigines.

21. In implementing this policy for Aborigines, Departments and Declared Authorities should give the same attention to other disadvantaged minority groups such as Australians of South Sea Islander descent. These Australians are descendants of South Sea Islanders who were brought as indentured labour to the canefields of Queensland and Northern New South Wales at the end of the 19th Century. They have married to some extent with Aborigines but retain a separate community identity. While Australians of South Sea Islander descent cannot be engaged as NESA trainees as the Commonwealth's National Employment Strategy for Aborigines (NESA) does not extend to them, they should otherwise receive the same consideration as Aborigines when organisations are recruiting staff.

B. IDENTIFICATION OF POSITIONS

140
f) iv)

. Definition

86. Identified positions are those positions, new or existing, for which Aboriginality, knowledge of Aboriginal communities and culture and/or experience in Aboriginal community work is either desirable or essential.

87. Departments and Declared Authorities are reminded that the identification of positions is only one facet of the Board's Policy of Equal Employment Opportunity for Aborigines.

Thus Departments and Declared Authorities should seek to recruit Aborigines to all classifications of positions through the normal recruitment process of open competition and merit. It is intended that the identification of positions will complement this recruitment process.

. Criteria for Identification

88. Departments and Declared Authorities should consider identifying positions where the duties of those positions may involve any of the following:

- (i) delivery, development, or administration of specific services intended to assist Aborigines;
- (ii) design and implementation of policies which have general or specific relevance to Aborigines, e.g. employment, health, housing, training and education;
- (iii) delivery of general services where Aborigines comprise a significant proportion of this wider service client group.

89. Departments and Declared Authorities are encouraged to 147
review their establishments and to identify positions which
fall within the parameters above. Equal Employment
Opportunity Co-ordinators and the Board's Advisory Officer,
Aboriginal Employment, may be of assistance in such an exer-
cise.

• Methods of Identification

90. Where Departments and Declared Authorities provide a
service referred to in Paragraph 88 (i), Aborigines should
be represented at all relevant levels. Identification of
positions at the contact level is insufficient.

91. Identification of positions referred to in Paragraph 88
(iii) requires accurate assessment of service client groups.
Where Aborigines comprise a significant proportion of the
client group and therefore would normally exert demand on
services, relevant positions should be identified e.g. in
the provision of general health, education, court and
welfare services.

92. Aboriginal Community Profiles are available to assist
Departments and Declared Authorities in the identification
process. Profiles are a valuable supplement to other social
indicators which could be used in assessment of service
client groups.

93. Organisations should contact the Board's Advisory
Officer, Aboriginal Employment, to obtain information con-
tained in Community Profiles for rural and metropolitan
population centres.

94. Where possible, identified positions should offer promo-
tion opportunities directly to "line" positions or mobility

by job rotation or other on-the-job training experiences.

95. Vacancy cards for the base grade recruitment of clerks, clerical assistants, typists and stenographers should also include, for identified positions, Aboriginality as an essential or desirable job requirement.

Advertising

(i) Qualifications

96. Where identified positions are to be advertised, Departments and Declared Authorities should specify in job advertisements that Aboriginality is an essential or desirable requirement.

97. The following format may be used as a guide:

"Applicants must be of Aboriginal descent with a knowledge of Aboriginal communities and culture and/or experience in Aboriginal community work".

98. Such advertising is excluded from the general terms of the Anti-Discrimination Act, 1977 by virtue of Section 14(d). Advertisements should therefore specify that Aboriginality is a genuine occupational requirement of the position and is authorised by the Anti-Discrimination Act. The following format is suggested:

"In this position an applicant's Aboriginality is a genuine occupational requirement and is authorised by Section 14 of the Anti-Discrimination Act, 1977".

(ii) Community Advertising/Circulation

99. In order to bring identified positions to the notice of as many Aborigines as possible, Departments and Declared Authorities should utilise those advertising avenues most accessible to Aboriginal communities. These should include advertising in newspapers read by a major section of the community or in journals or other publications produced by the Aboriginal community. For positions in rural areas, a local newspaper may also be appropriate.

100. Where possible, use should also be made of Aboriginal community organisations and networks. Comprehensive lists of Aboriginal community organisations and Aboriginal community publications are available and the Board is prepared to assist Departments and Declared Authorities in this regard.

Care should be taken to ensure that any requests to organisations to publish vacancies are submitted in sufficient time to allow for publication with a realistic closing date for applications.

(iii) Government Sponsored Advertising

101. The Commonwealth Department of Employment and Youth Affairs, through the Aboriginal Employment and Training Branch, maintains contact with Aboriginal communities and organisations and can assist in the distribution of advice of vacancies throughout the State. Departments and Declared Authorities should contact the Assistant Director, Aboriginal Employment and Training Branch, P.O. Box Q289, Queen Victoria Building, Sydney 2000, telephone No. 29 4461.

NATIONAL EMPLOYMENT STRATEGY FOR ABORIGINALS

INTRODUCTION

22. On 23 March 1979 the Premier informed all Ministers by memo (Annexure 1) of NSW Government support for the National Employment Strategy for Aborigines (NESA).

23. The National Employment Strategy for Aborigines provides opportunities in the Public Sector for Aborigines to develop worthwhile skills which will enable them to gain better representation at all levels of the workforce. At present some 150 Aborigines are under training throughout the Service in a variety of occupations.

24. NESA is funded by the Federal Government and is administered by the Aboriginal Employment and Training Branch of the Commonwealth Department of Employment and Youth Affairs. The Commonwealth Employment Service (CES) is also part of the Commonwealth Department of Employment and Youth Affairs. CES officers work with the Aboriginal Employment and Training Branch to place Aborigines under NESA with Departments and Declared Authorities.

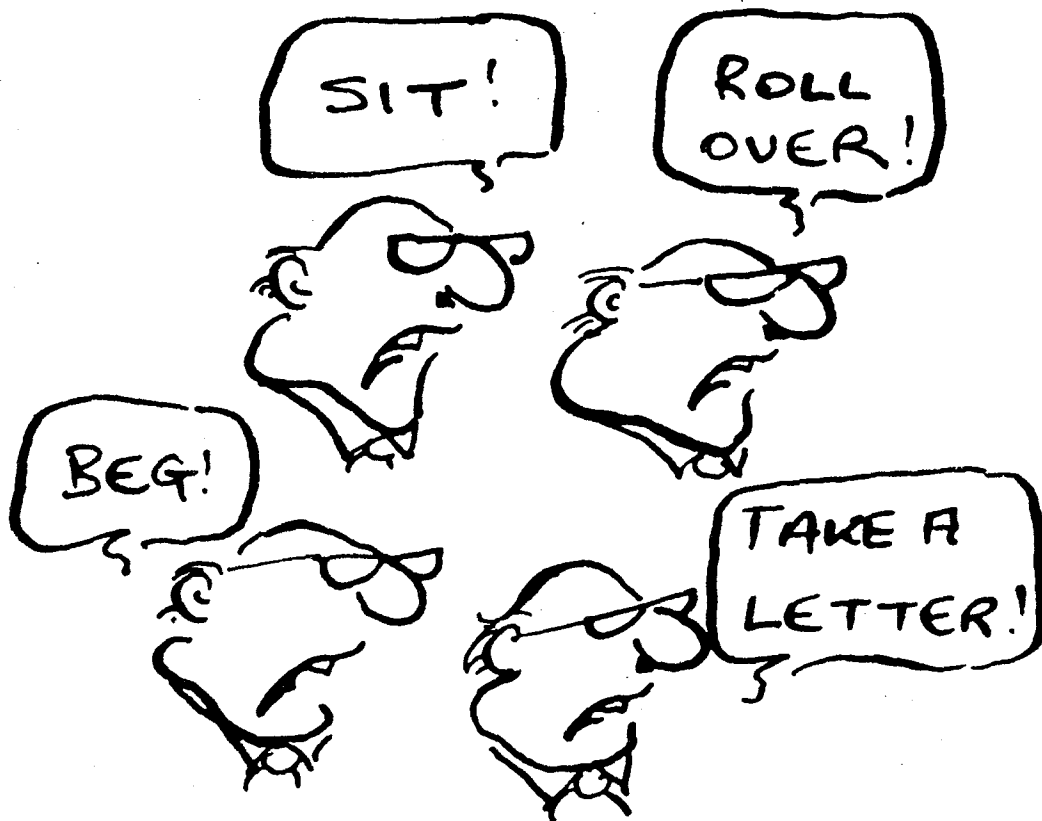
25. The Strategy has two main parts. These are the identification of positions for which Aboriginality would be either desirable or essential; and the provision of training opportunities for Aborigines. The two parts of the Scheme may operate together where an Aboriginal person is trained under NESA with a view to him or her qualifying for an identified position. Both aspects of the Scheme have been

incorporated into these guidelines. Successful implementation of the Strategy will significantly widen the pool of suitably experienced and qualified Aborigines available to fill positions throughout the Public Service. NESA will contribute to the development of expertise and skills within Aboriginal communities. It will also assist Departments and Declared Authorities in implementing Equal Employment Opportunity Management Plans in respect of Aborigines.

26. Section A of this Part relates to the provision of training opportunities under the Strategy while Section B deals with the identification of positions.

CHAPTER SEVEN

A CONCLUDING NOTE



In terms of the study itself, we both learnt alot about the structure of the public service and about the mechanics of running a survey. We gained skills of interviewing and working out the results of the data we collected. We obviously support the move to have more and more Aborigines trained and employed in public institutions such as government departments but there are obvious problems in training and supervision and in the provision of full time positions at the end of training. Our own experience in this is no exception. We often felt isolated and, in terms of university-based research, inadequately linked into a proper training program. Like many other N.E.S.A. trainees, we did not find a permanent position linked to our training and it is unclear as yet what concrete steps the university is taking to employ Aborigines. However, the University's EEO Management Plan will presumably address this very issue. One of us has actually dropped out of the training program and the other is seeking employment,

There is no doubt that public sector employment for Aborigines has improved immensely over the last six years but alot more needs to be done. Hopefully this Report will contribute to this.

APPENDICES

- A) LETTER TO EQUAL EMPLOYMENT OPPORTUNITY CO-ORDINATORS
- B) LETTER TO DIRECTOR OF EQUAL OPPORTUNITY IN PUBLIC EMPLOYMENT
- C) QUESTIONNAIRE TO EQUAL OPPORTUNITY CO-ORDINATORS
- D) NATIONAL EMPLOYMENT STRATEGY FOR ABORIGINALS (NESA) QUESTIONNAIRE
- E) PERMANENT ABORIGINAL EMPLOYEES QUESTIONNAIRE
- F) QUESTIONS ASKED TO EQUAL EMPLOYMENT OPPORTUNITY CO-ORDINATORS INVOLVED IN CASE STUDIES

APPENDIX A:

**Centre for
Multicultural
Studies**

The University of Wollongong

P O. Box 1144 Wollongong N.S.W. 2500 Australia

Telephone (042) 270780 Telex 29022 Cable Uniofwol

In Reply Please Quote: REF: N.E.S.A. Trainees
Research project.

Our names are Patricia Andy and Robert Stewart. We are Aboriginal, National Employment Strategies for Aborigines Trainees who work for the University of Wollongong in the Centre for Multicultural Studies.

As you may know the University of Wollongong has now commenced its Equal Employment Opportunity project with Elizabeth Johnstone as the Equal Employment Opportunity Co-ordinator. It has been suggested that we carry out a review of strategies proposed and/or undertaken by N.S.W. Anti-Discrimination Act. Please see attached proposal.

We are anxious to know whether or not any similar research is currently being undertaken. We expect to collect copies of all those E.E.O. strategies that directly relate to Aboriginal people. We would then focus our attention closely on about six (6) public employing bodies.

We would then prepare a report detailing those strategies;

- (a) Currently being implemented,
- (b) Proposed by Equal Employment Opportunity Co-ordinators and rejected by management and or other bodies,
- (c) Currently under consideration.

For each specific strategy we will identify the objectives, the specific action taken, or to be taken, who has the responsibility; the time scale involved; and the nature of any evaluation procedure. The report would include an assessment of strategies commenced to directly promote Equal Employment Opportunities for Aborigines.

We have written to the Director of Equal Opportunity in Public Employment, Ms. Alison Ziller, informing her of our research proposal. We will also contact the Equal Employment Opportunity Co-ordinators group to ask them to publicise our research proposal.

Patricia and I would be grateful if you could send us a copy ^{of} your organisation's E.E.O. Management Plan. Failing that, would it be possible for you to extract those strategies dealing with Aboriginal people. If this is not possible perhaps we could arrange to visit your office to study the management plans there.

At the end of projects completion, a copy of our report would be made available to you. We eagerly await your reply.

Yours Sincerely,

Robert Stewart

Patricia Andy

Robert Stewart and Patricia Andy.

PROPOSAL FOR RESEARCH WORK TO BE CARRIED OUT BY N.E.S.A. TRAINEES EMPLOYED
BY THE UNIVERSITY OF WOLLONGONG IN THE CENTRE FOR MULTICULTURAL STUDIES

N.E.S.A. Trainees: Robert Stewart
Patricia Andy

Nature of task: Carry out a review of strategies proposed and/or undertaken by N.S.W. public employment bodies to promote equal employment opportunities for Aboriginal people required under Section ixA of the N.S.W. Anti-Discrimination Act.

Suggested Time Period: 3 months

A. BACKGROUND STUDY

- (1) Study N.S.W. Anti-discrimination Act 1977, especially Part ixA of the Act which requires the preparation of EEO Management Plans.
- (2) Study the following:
 - . Affirmative Action Handbook (Ziller, 1980)
 - . Guidelines for the Production of EEO Management Plans (Guidelines 1,2)
 - . Sample Strategies booklet provided by the Office of the Director of Equal Opportunity in Public Employment (DEOPE).
 - . Management plans held in EEO Project office.
 - . Any other appropriate background reading as suggested by EEO Co-ordinator.

B. CONSULTATIONS

- (3) Visit N.S.W. Ministry for Aboriginal Affairs and the office of Director of Equal Opportunity in Public Employment, the N.S.W. Anti-Discrimination Board and any other appropriate agencies or bodies. Before visit formulate appropriate questions on specific strategies existing to promote EEO for Aboriginals in N.S.W. public employment.
- (4) Contact through letter and personal visits as many of the EEO projects in N.S.W. Government employment and in Universities and CAEs to determine if and what specific strategies have been proposed and/or implemented. Attempt to determine the degree of success or otherwise of the actions where they have already commenced or been completed. Attempt to gain an understanding of reactions within organisations/institutions to such EEO strategies - from Aboriginal people, from other members of the workforce.

C. REPORT

- (5) Prepare a report detailing those strategies
- currently being implemented
 - proposed by EEO Co-ordinators and rejected by managements/other bodies
 - currently under consideration

Indicate for each specific strategy what the objectives was, what specific actions were or are to be taken, who has responsibility and what time scale is involved. Indicate the nature of any evaluation procedure.

- (5) Indicate whether or not this particular strategy forms part of an EEO Management Plan. Prepare a brief overview statement on the success or otherwise of such projects commenced to directly promote opportunities for Aboriginals under Part ixA of the N.S.W. Anti-Discrimination Legislation.

APPENDIX B:

Ms. Alison Ziller
Director
Equal Opportunity in Public Employment
12 th Floor, CAGA Centre,
SYDNEY NSW 2000

18 January, 1984

Dear Ms. Ziller,

Our names are Patricia Andy and Robert Stewart. We are Aboriginal, National Employment Strategies for Aborigines trainees who work for the University of Wollongong in the Centre for Multicultural Studies.

As you know the University of Wollongong has now commenced its Equal Employment Opportunity project with Elizabeth Johnstone as the E.E.O Co-ordinator. It has been suggested that we carry out a review of strategies proposed and/or undertaken by N.S.W. public employment bodies to promote equal employment opportunity for Aboriginal people as required under section ixA of the N.S.W Anti-Discrimination Act. Please see the attached research proposal.

We are anxious to know whether or not any similar research is currently being undertaken. We expect to collect copies of all those E.E.O strategies that directly relate to Aboriginal people. We would then focus our attention closely on about 6 NSW public employing bodies.

We would then prepare a report detailing those strategies:

- (a) currently being implemented.
- (b) proposed by Equal Employment Opportunity Co-ordinators and rejected by management and or other bodies,
- (c) currently under consideration.

For each specific strategy we will identify the objectives, the specific action taken, or to be taken, who has the responsibility; the time scale

involved; and the nature of any evaluation procedure. The report would include an assesment of strategies commenced to directly promote employment opportunities for Aborigines.

We are writing to the Equal Employment Opportunity Co-ordinators in the N.S.W. Government employment bodies explaining our project and asking for any assistance that they are prepared to offer.

It would be very useful to us if we could have a copy of your current mail list for E.E.O CO-ordinators with names, address and phone numbers. We are also contacting the E.E.O Co-ordinators group to publicise our research proposal.

Patricia and I would be grateful if we could meet with you, or one of your advisors, to discuss the project. Also, any advice or materials that you could give us would be appreciated. We would of course forward a copy of our completed report to your office.

We eagerly await your reply.

Yours sincerely,

Robert Stewart and Patricia Andy.

APPENDIX C:QUESTIONNAIRE

Name ----- Organisation -----

1) Number of people employed within the organisation? -----

2) Are there any Aborigines employed within the organisation on a permanent basis ?

YES or NO

3) If answer to Q2 is YES please specify:

M/F

POSITION

4) Does your organisation have any Aborigines employed under the N.E.S.A. scheme or any other training scheme ? eg. C.E.P. or Wage Pause etc.

YES or NO

5) If YES please specify:

M/F

POSITION

TRAINING SCHEME

6) If there are no Aborigines employed within the organisation either permanently or under the N.E.S.A. or any other training scheme please give reasons why.

Q7) Does your organisation have training programs that encourage Aborigines to apply for positions?

Q8) Has your organisation been successful in employing Aborigines in the past?

YES or NO

Q9) Have any of your N.E.S.A. trainees been made permanent?

YES or NO

Q10) What steps do you propose to take (if any) to make current N.E.S.A. trainees permanent at the end of their training period?

Q11) Are you prepared to arrange an interview for us to meet your Aboriginal employees and yourself? YES or NO

NOTE:

Any other comments that you would like to make please use the space below.

APPENDIX D:EQUAL EMPLOYMENT OPPORTUNITY PROJECT N.E.S.A. SURVEY

This questionnaire is confidential. The statements made by you will be kept in the strictest confidence.

- Q1. Sex M/F
- Q2. Are you a N.E.S.A. Trainee?Yes/No.
- Q3. How long have you been employed within this organisation?
- Q4. Is your training programme set out in writing? Yes/No.
- Q5. Do you have a copy of your training programme? Yes/No.
- Q6. What is the position held by you within the organisation?
.....
- Q7. Are you satisfied with your training? Please comment.
.....
- Q8. Who is responsible for your training?
- Q9. What specific training skills will you gain during your training?
e.g. clerical/ranger skills, etc.
.....
- Q10. Have you been subject to racism by other employees? Yes/No.
If Yes, please comment
.....
- Q11. Have you been approached by your department offering you full-time
employment? Yes/No.
Any other comments you wish to make please use space below.
.....

We wish to thank you for participating in this pilot survey.

APPENDIX E:EQUAL EMPLOYMENT OPPORTUNITY PROJECT PERMANENT EMPLOYMENT SURVEY

This questionnaire is confidential. The statements made by you will be kept in the strictest confidence.

- Q1. SexM/F
- Q2. Were you previously a N.E.S.A. trainee before you became permanent?
Yes/No.
- Q3. If you were not a N.E.S.A. trainee before, how did you find out about
the position? e.g. papers, CES etc.
.....
- Q4. What is your job classification and if known, current salary?
.....
- Q5. Do you feel you are disadvantaged in your organisation because you
are Aboriginal?
YES/NO
If YES, please comment
.....
- Q6. Have you been encouraged to attend any training courses or seminars?
YES/NO. Please state courses etc.
.....
- Q7. Have you been encouraged to apply for a promotion since you joined the
the department? YES/NO.
- NOTE: Please use space below for any other comments you wish to make.
.....

We wish to thank you for your participation.
Please return to Robert Stewart & Patricia Andy, Centre for Multicultural
Studies, University of Wollongong, P.O. Box 1144, WOLLONGONG. 2500.

APPENDIX F:QUESTIONNAIRE

Questions asked to EEO Co-ordinator involved with case studies.

Health Department 9/7/84

T.A.F.E. 9/7/84

National Parks and Wildlife 27/6/84

- Q1) What particular programs and courses are running for Aborigines?
- Q2) What has changed and what positive steps have been taken to employ Aborigines?
- Q3) What happens to Aborigines after they are employed in the service?
- Q4) What, if any problems with racism within department?
How are they dealt with?
- Q5) How does your department handle induction of new staff?
Do you have a different induction program for Aborigines?
- Q6) Does the department have a numerical target for Aboriginal employment?
- Q7) Do you think the department has taken adequate steps to eliminate discrimination?
- Q8) Is there anyone employed within the department who deals specifically with problems the Aboriginal people may have?
- Q9) Have you experienced a case where an Aboriginal has left because of
 - a) discrimination
 - b) unhappy with job
 - c) other

SAMPLE STRATEGIES TO INCREASE
ABORIGINAL EMPLOYMENT

[SOURCE: OFFICE OF THE DIRECTOR OF EQUAL OPPORTUNITY IN
IN PUBLIC EMPLOYMENT: GUIDELINES FOR THE DEVELOPMENT OF
EQUAL EMPLOYMENT OPPORTUNITY MANAGEMENT PLANS: SAMPLE
OBJECTIVES AND STRATEGIES, No. 2, JULY 1981],

1. Objective:

employ Aboriginal, migrant and female apprentices.

Specific Target:

((for example: apprentice intake to
(include 5% female, 30% migrant and
(5% Aboriginal recruits)
(

Specific Action:

1. specifically invite Aboriginal and female apprentices in recruiting literature and advertisements.
2. advertise in ethnic press, particularly ethnic press of most recently arrived migrant groups e.g. Vietnamese. Advertise in Aboriginal press. Advise Aboriginal Employment and Training Branch of Commonwealth Department of Employment and Youth Affairs. Contact community and welfare agencies for racial minority groups.
3. train culling and interviewing officers to be sensitive to needs of minority and female applicants and to avoid discrimination.
4. nominate appropriate officer to provide counselling, advice and assistance to minority apprentices on part-time basis.
5. conduct awareness seminar for apprentice supervisors and trainers to ensure fair treatment at work.
6. to prepare for future intakes, establish working party to review entry requirements for apprentices with particular regard to the difficulties faced by Aborigines, those whose first language is not English and females. Working party also to review feasibility of apprentice placement close to areas of high Aboriginal population.

Responsibility:

- 1&2. Personnel Officer
3&5. EEO Co-ordinator
4&6. Director of Affirmative Action.

Target Date:

- 1-5. next intake date
6. 1st September, 1982

Evaluation:

count of migrant, female and Aboriginal apprentices at next intake.

Note: Most Departments do not recruit apprentices but could adopt objective of urging N.S.W. Public Service Board to meet above objective.

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2. Objective:

increase representation of Aborigines in organisation.

Specific Target:

employment of 20 Aborigines by target date.

Specific Action:

1. each region to employ at least one Aboriginal person under the NESA scheme and train that person with a view to him or her competing successfully for a permanent position.
2. conduct workshops for regional representatives on how to identify positions for which Aboriginality is an essential, or desirable, relevant job qualification.
3. each region to identify positions for which Aboriginality is an essential, or desirable, relevant job qualification.
4. advertisements for positions so identified to include Aboriginality among the requirements for the position.
5. advertisements for identified positions to be placed in Aboriginal press and circulated among Aboriginal service organisations.

6. advertisements for suitable non-identified positions to be placed in Aboriginal press, particularly base grade entry positions to occupations involving training on the job. (Departments may request Public Service Board to undertake this advertising where PSB is responsible for recruitment).
7. Aboriginal person to sit on selection panels for NESAs and identified positions.

Responsibility:

- 1,3,4,5, Regional Directors and
6,7 Chief Administrative
Officer (for Head Office)
2. EEO Coordinator with
Aboriginal adviser, e.g.
Advisory Officer, Aboriginal
Employment at N.S.W.
Public Service Board.

Target Date:

1st December, 1982.

Evaluation:

Regional Directors to notify EEO Coordinator of each NESAs trainee employed and Aboriginal persons hired.

EEO Coordinator to maintain record of Aboriginal employment.

* * * * *

3. Objective:

improve staff access to information about the organisation and conditions of employment.

Specific Target:

inductees, and low status Aboriginal, migrant and female staff.

Specific Action:

1. design induction course.
2. run 4 induction courses a year at Head Office and 3 induction courses a year at each Regional Centre.
3. initially offer this course to existing staff not previously inducted with priority to low status Aboriginal, migrant and female staff.
4. remind staff 4 times annually via Weekly Circular that the copy of the Procedure Handbook in the Personnel Section is available for any member of staff to read for themselves.
5. where appropriate arrange for basic information to be translated and distributed.

Responsibility:

- 1 and 5: Staff Development Officer
- 2 and 3: Staff Development and Personnel Officers
- 4: Personnel Officer

Target Date:

Four courses at Head Office and 3 courses at each Regional Centre by December, 1982.

Evaluation Procedure:

continuous reporting by responsible staff to the EEO Coordinator of the staff (names, titles and locations) who have attended courses. EEO Coordinator to review attendees' evaluations.

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4. Objective:

improve circulation of the Public Service Notices and all relevant internal circulars and encourage their use.

Specific Target:

Notices to reach all staff within 1 week of publication.

Specific Action:

1. review circulation lists.
2. draw attention to the usefulness of Notices during:-
 - (a) induction
 - (b) career advising
 - (c) Career Development Workshops for Women
 - (d) Career Development Workshops for Immigrants.
 - (e) Career Development Workshops for Aborigines.

Responsibility:

1. Personnel Officers
- 2a. Personnel Officers
- 2b. Career Advisers
- 2c, 2d & 2e. Staff Development Officers

Target Date:

Complete review by 1st December, 1981

Evaluation Procedures:

Spokeswomen to be requested to report complaints of non-circulation of Notices to EEO Coordinator.

EEO Coordinator to visit work areas of high migrant or Aboriginal representation to discuss the information needs of these staff.

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5. Objective:

improve female, migrant and Aboriginal representation on internal training courses.

Specific Action:

1. review relevance of existing courses to target groups.
2. remove discriminatory eligibility requirements from training courses throughout regions.
3. review and where necessary modify method of calling for applications for training courses.
4. introduce new courses to meet target groups' needs, especially:
 - i) Career development workshops for women
 - ii) Career development workshops for immigrants.
 - iii) Career development workshops for Aborigines.
 - iv) Assertion training.

Responsibility:

Staff Development Officers/Training Officers in consultation with EEO Coordinator.

Target Date:

1,2,3, by December, 1981, 4 by 1st May, 1982.

Evaluation Procedure:

staff development units to provide EEO Co-ordinator with quarterly reports on number and designation of staff attending each course, and criteria used to select participants.

EEO Co-ordinator to interview sample of course attendees for their evaluation of the courses.

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6. Objective:

increase participation of migrant, female and Aboriginal staff in external or externally provided training courses.

Specific Target:

1. 5 female and 5 racial minority staff to commence certificate course leading to professional qualification relevant to organisation.
2. equal male/female organization representation on 'Institute' management course.
3. 400 migrants on English language course (provided by Adult Migrant Service).

Specific Action:

1. remind staff periodically via Weekly Circular, of study time and extended leave without pay provisions and career advisory service.
2. identify female and racial minority staff who may wish career development and invite these staff to career information sessions.
3. Announce policy of equal female/male departmental representation on management courses in Weekly Circular and call for nominations as each course comes up. Allow maximum notice of course dates.
4. Review applications for studytime & leave to ensure staff receive entitlements.
5. Review applications for extended leave without pay for fairness of decisions taken.
6. Identify language needs of migrants on staff.

7. Arrange for English language courses at work place for wages staff. If necessary, include item in budget for temporary assistance while staff attending course.
8. Advise clerical and professional migrant staff via Weekly Circular of sources of advanced English language courses.

Responsibility:

- Action 1. Director of Personnel Administration.
2. Careers Advisers
 3. Director of Affirmative Action
 4. Director of Affirmative Action
 5. Director of Affirmative Action
 6. EEO Co-ordinator
 7. EEO Co-ordinator
 8. EEO Co-ordinator

Target Date:

1. February, 1982
2. immediately
3. June, 1982

Evaluation Procedure:

Count by EEO Co-ordinator of attendance at above courses by race and sex.

CENTRE PUBLICATIONS FOR SALE

<u>Multicultural Education and the Expectations of Immigrants, 1979.</u>	\$5.00
<u>Immigrant Parents and Port Kembla Schools, 1980.</u>	\$5.00
<u>Migrants and Occupational Health, 1980.</u>	\$5.00
<u>English Language Learning in the Illawarra, 1981.</u>	\$6.70
<u>Ethnicity, Class and Social Policy in Australia, 1984.</u>	\$5.00
<u>The Export of People: Emigration from and Return Migration to Greece, 1984.</u>	\$2.00

OTHER PUBLICATIONS - OUT OF PRINT - available as photocopies at cost.

- Migrant Youth and Unemployment: A Preliminary Study in the Southern Suburbs of Wollongong, 1980.
- The Mother Tongue Maintenance Programmes Cringila/St. Francis Project: an evaluation study, 1980.
- Community Welfare Services and Ethnic Minorities, 1982.